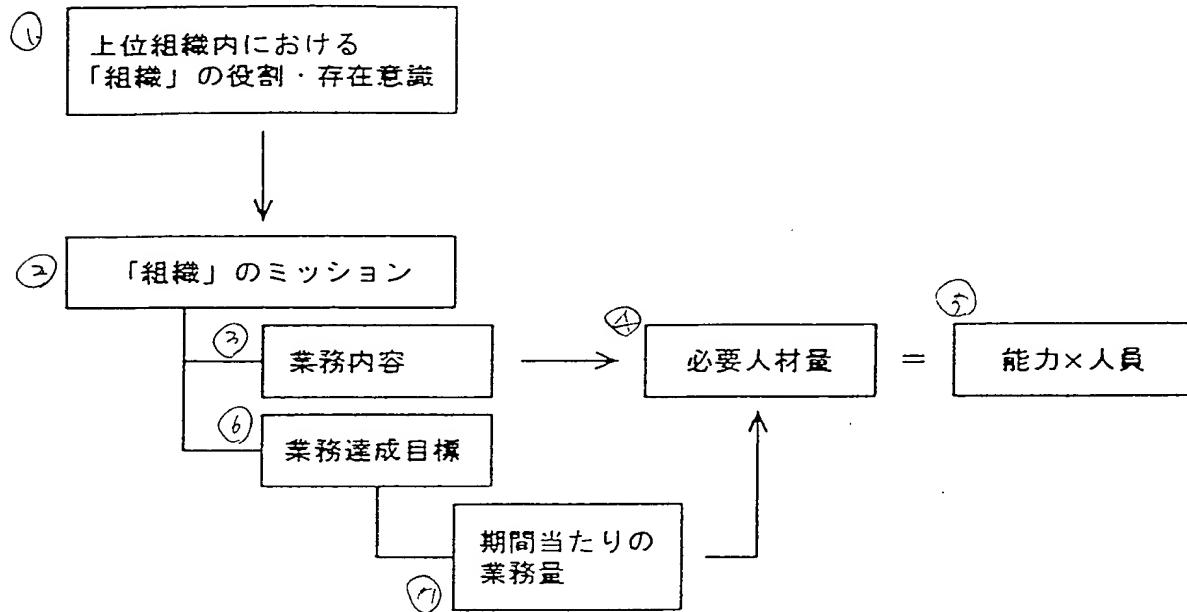
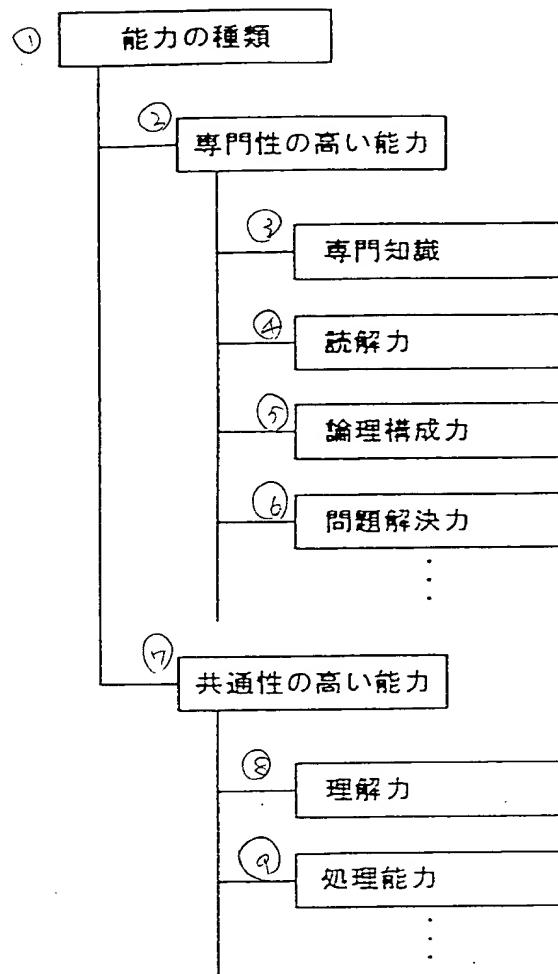


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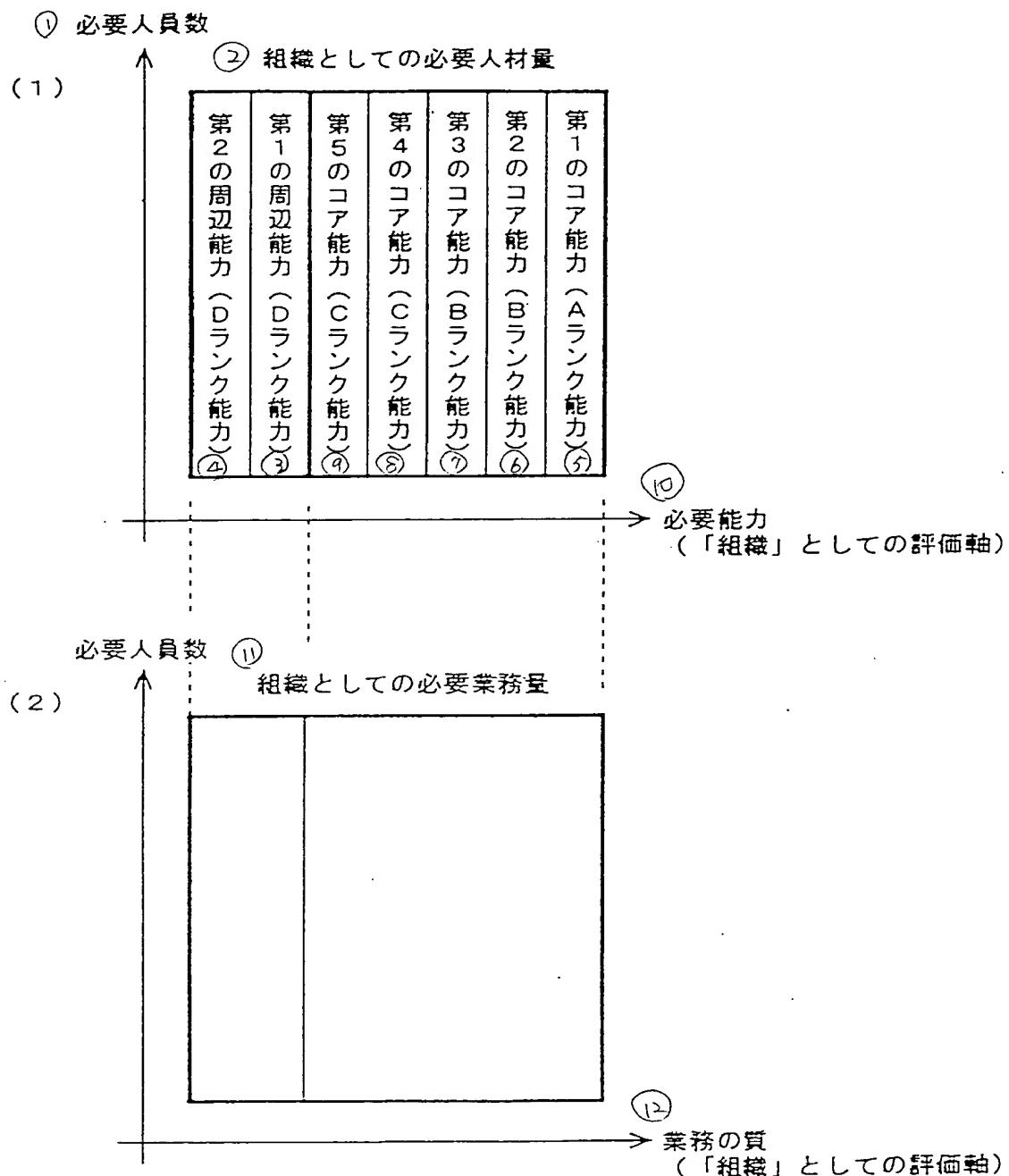
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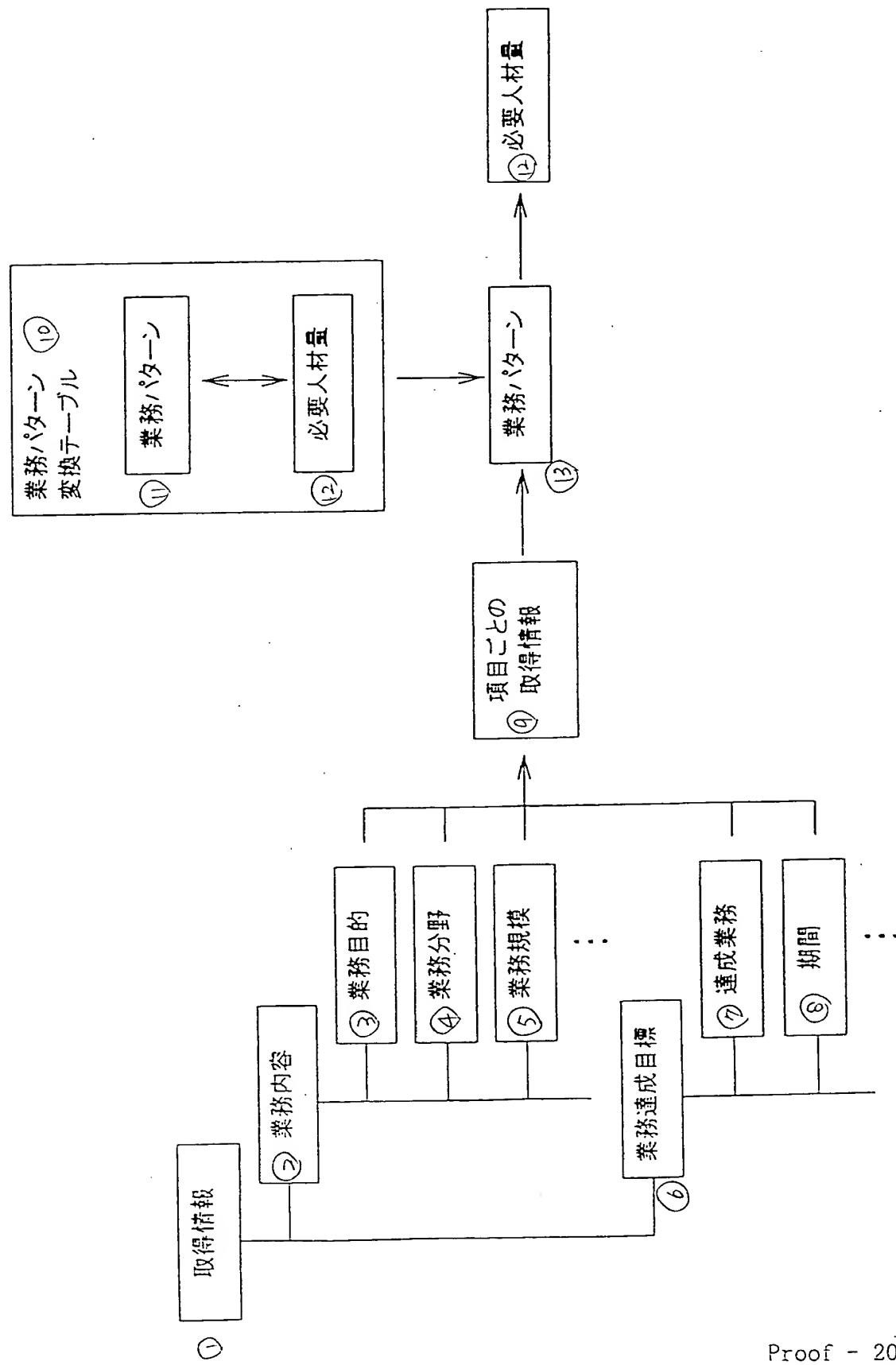
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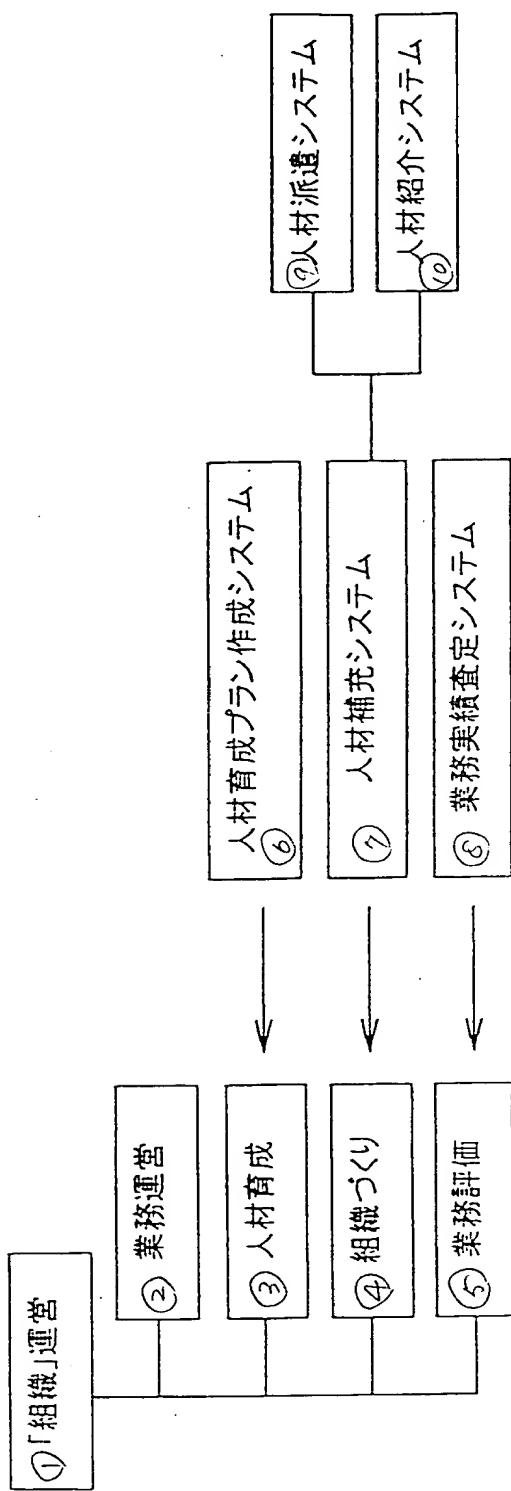
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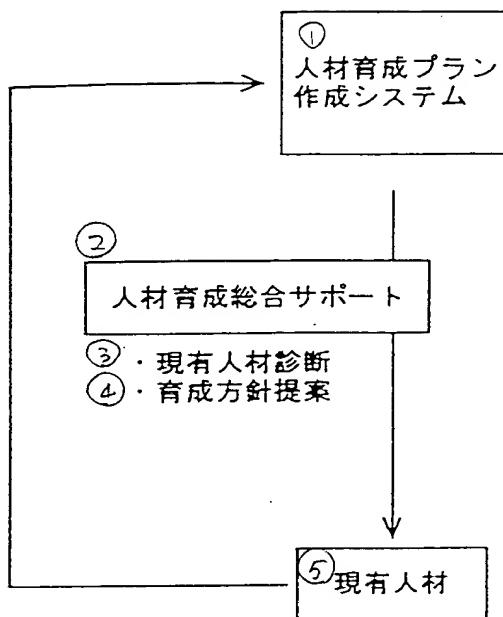
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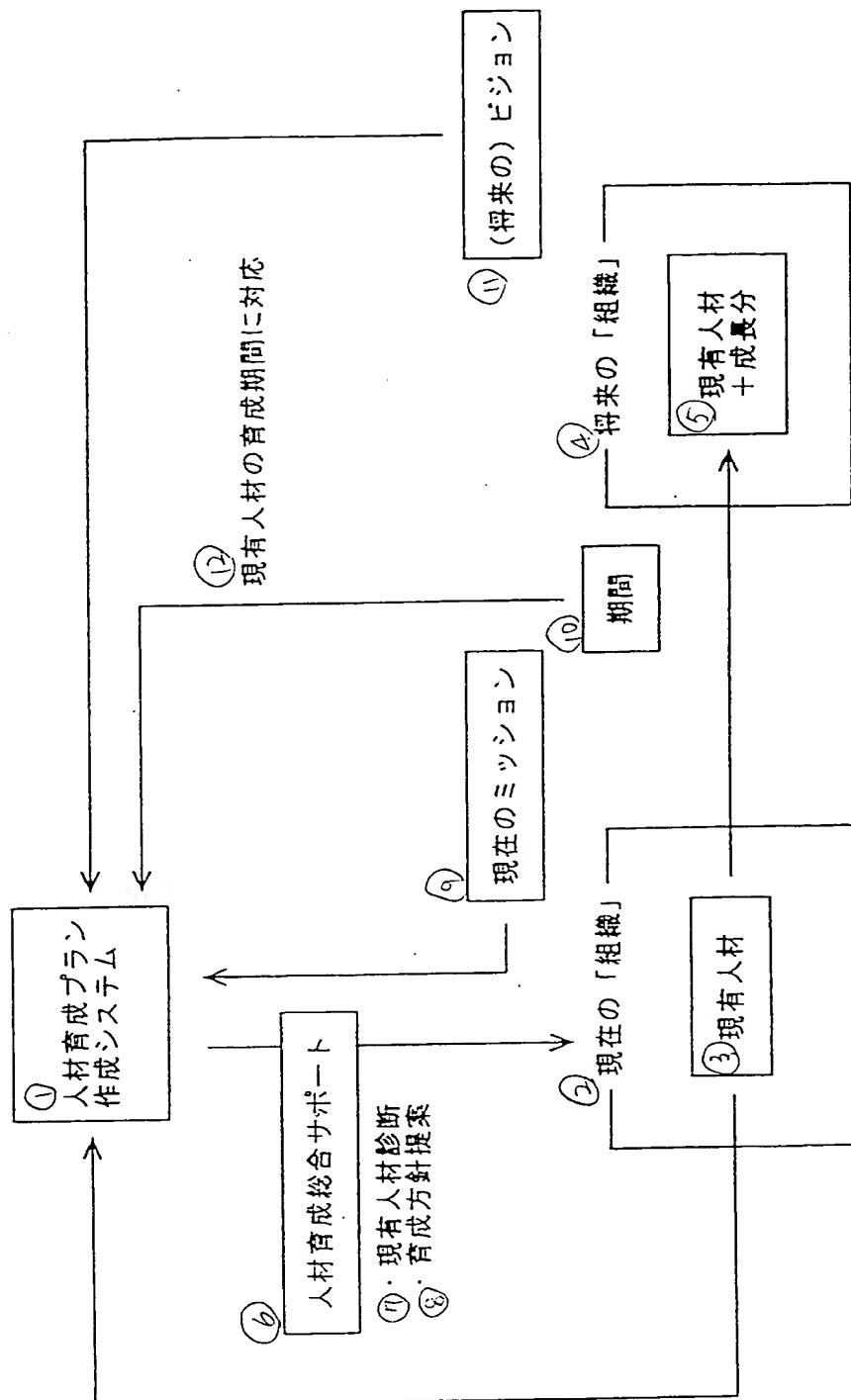
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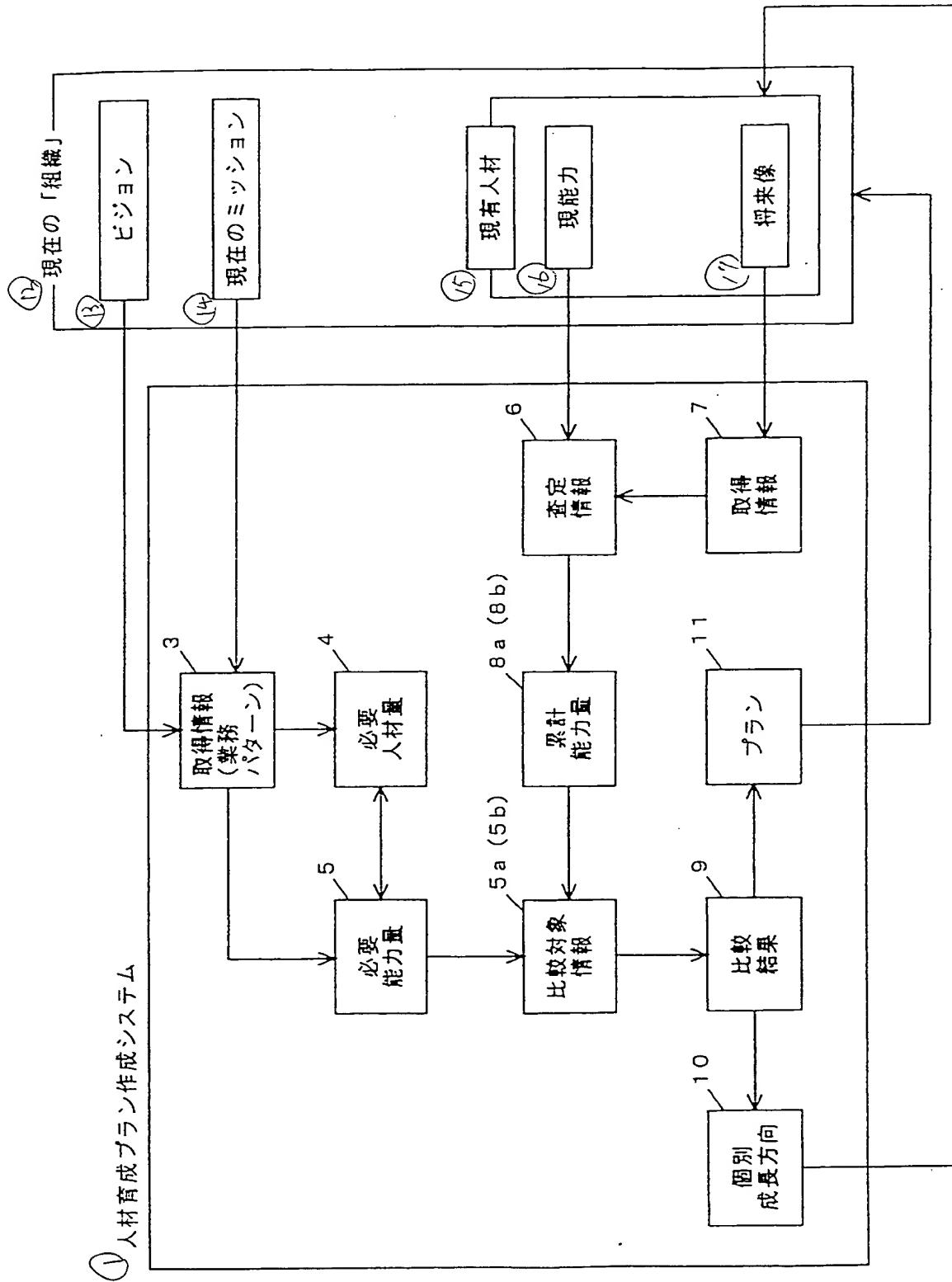
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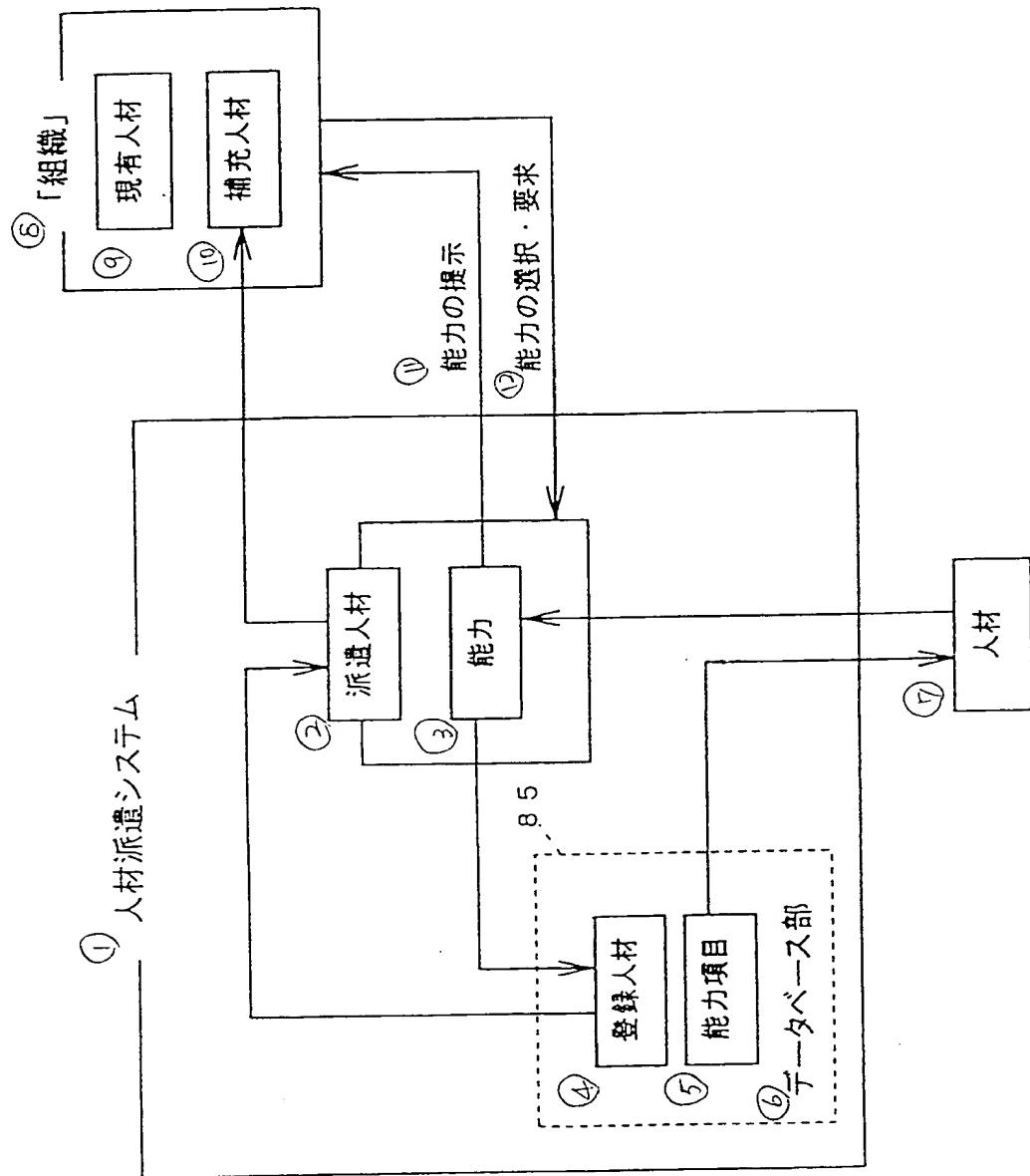
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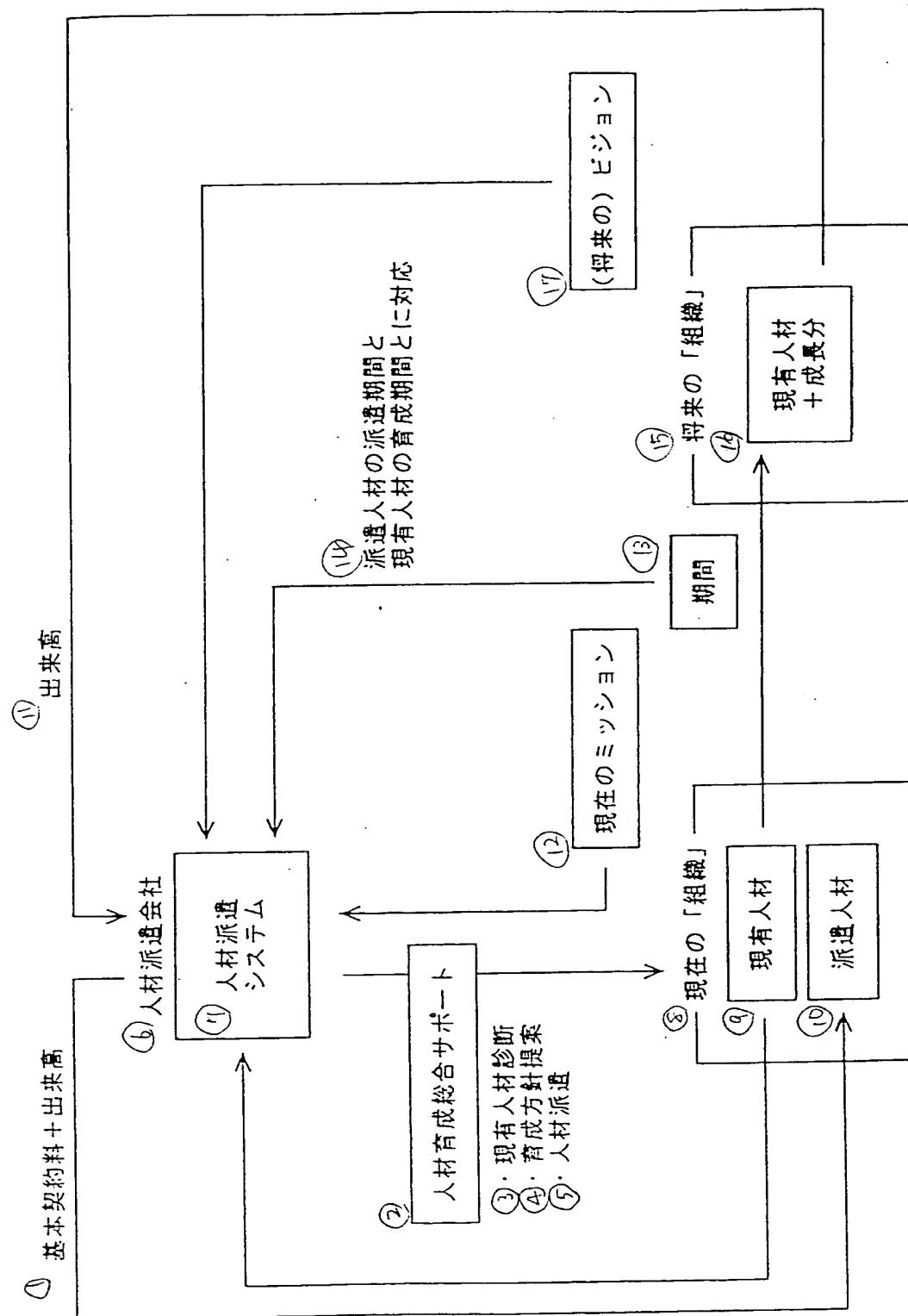
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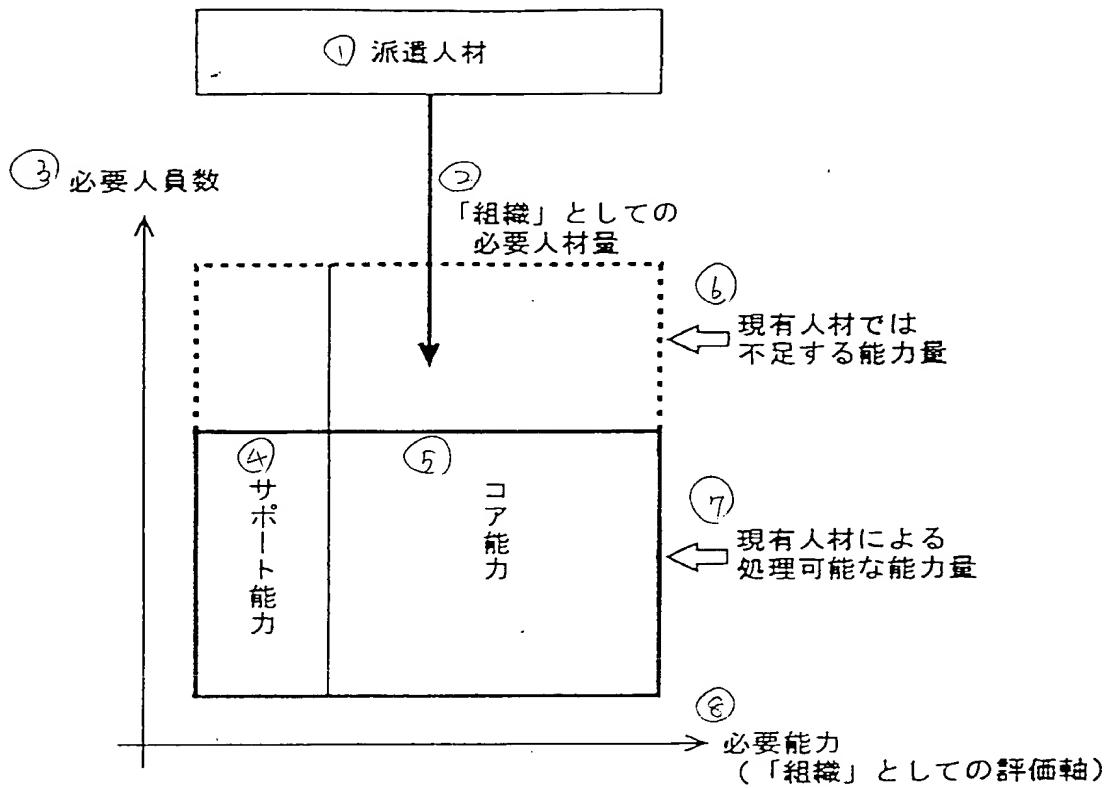
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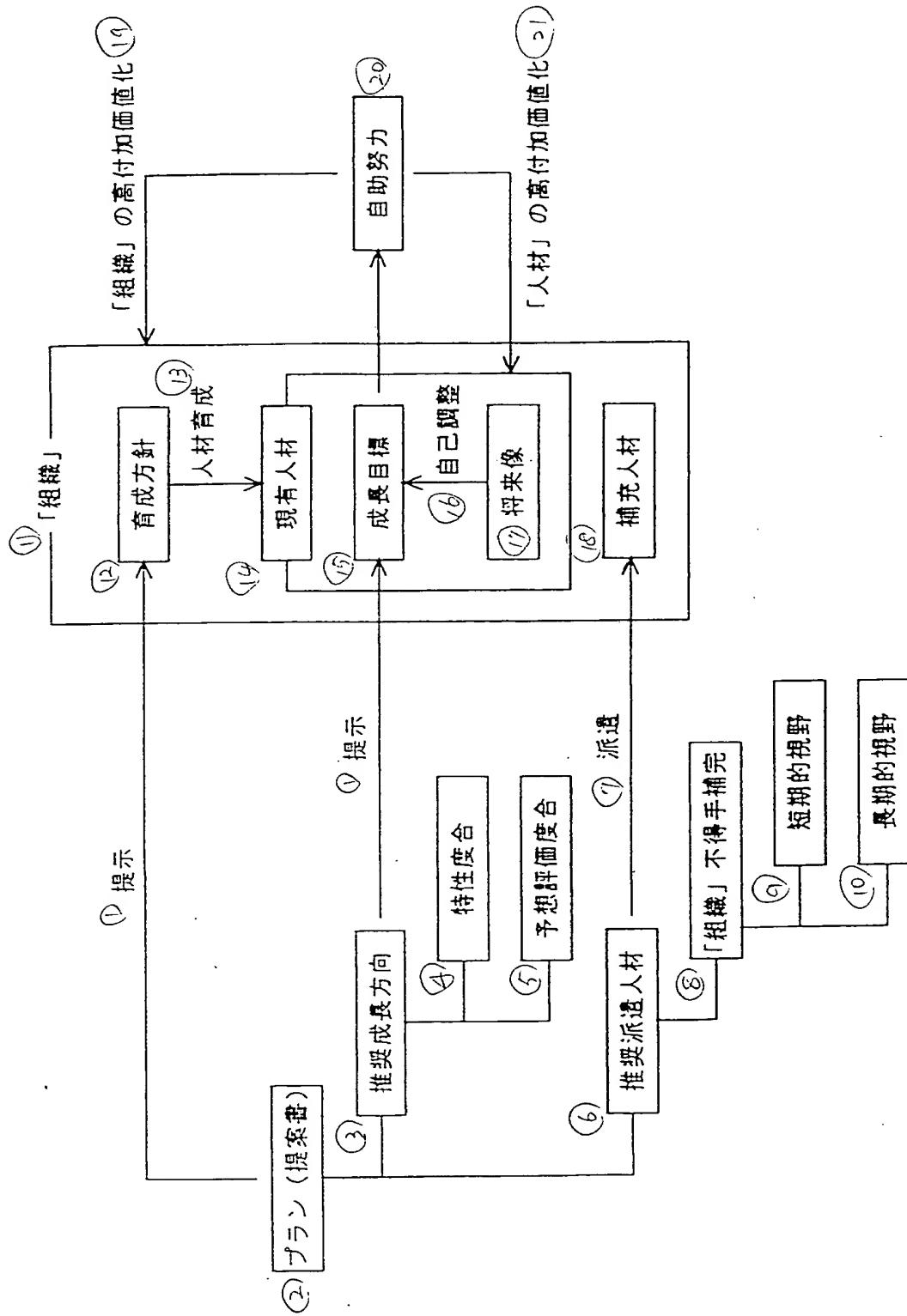
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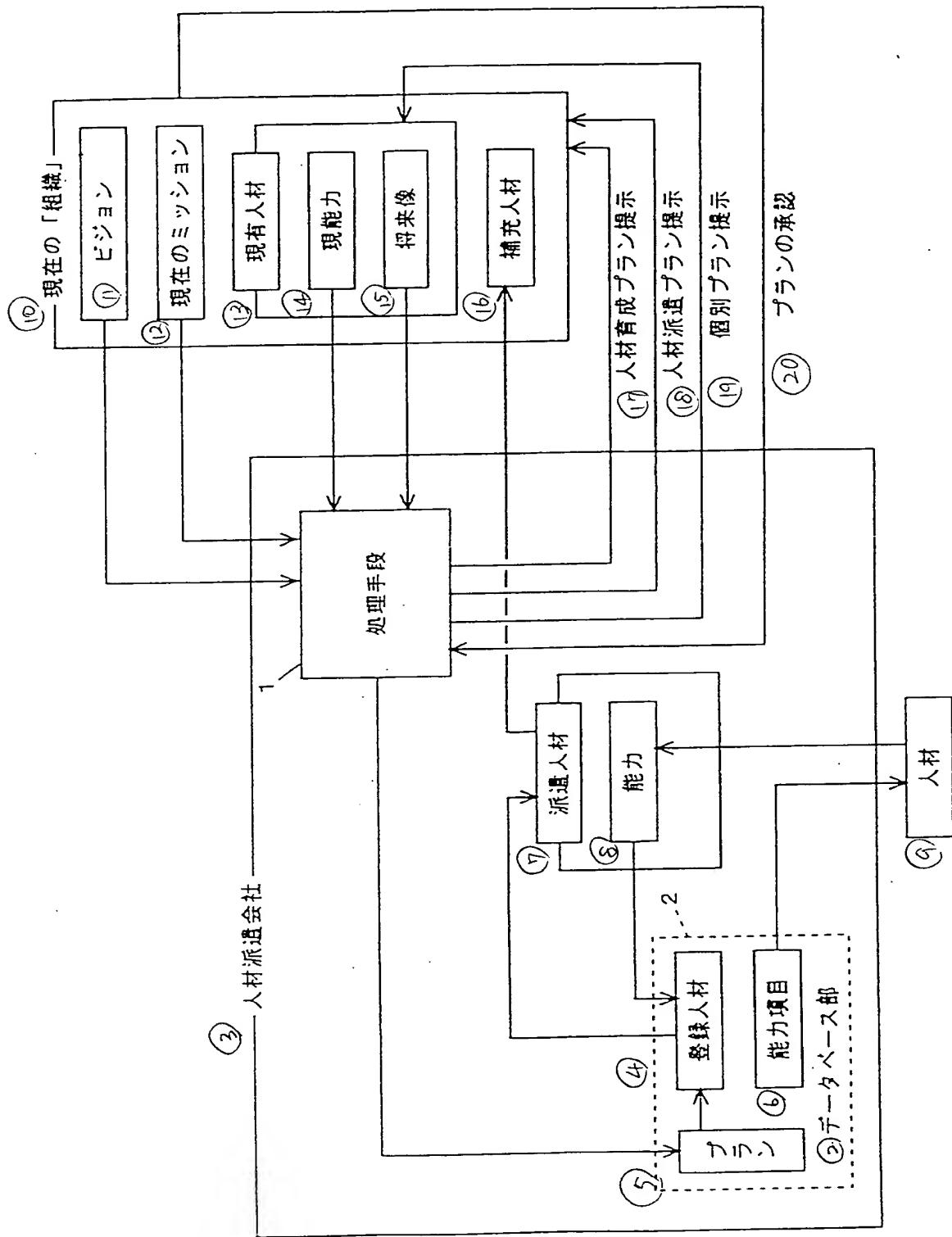
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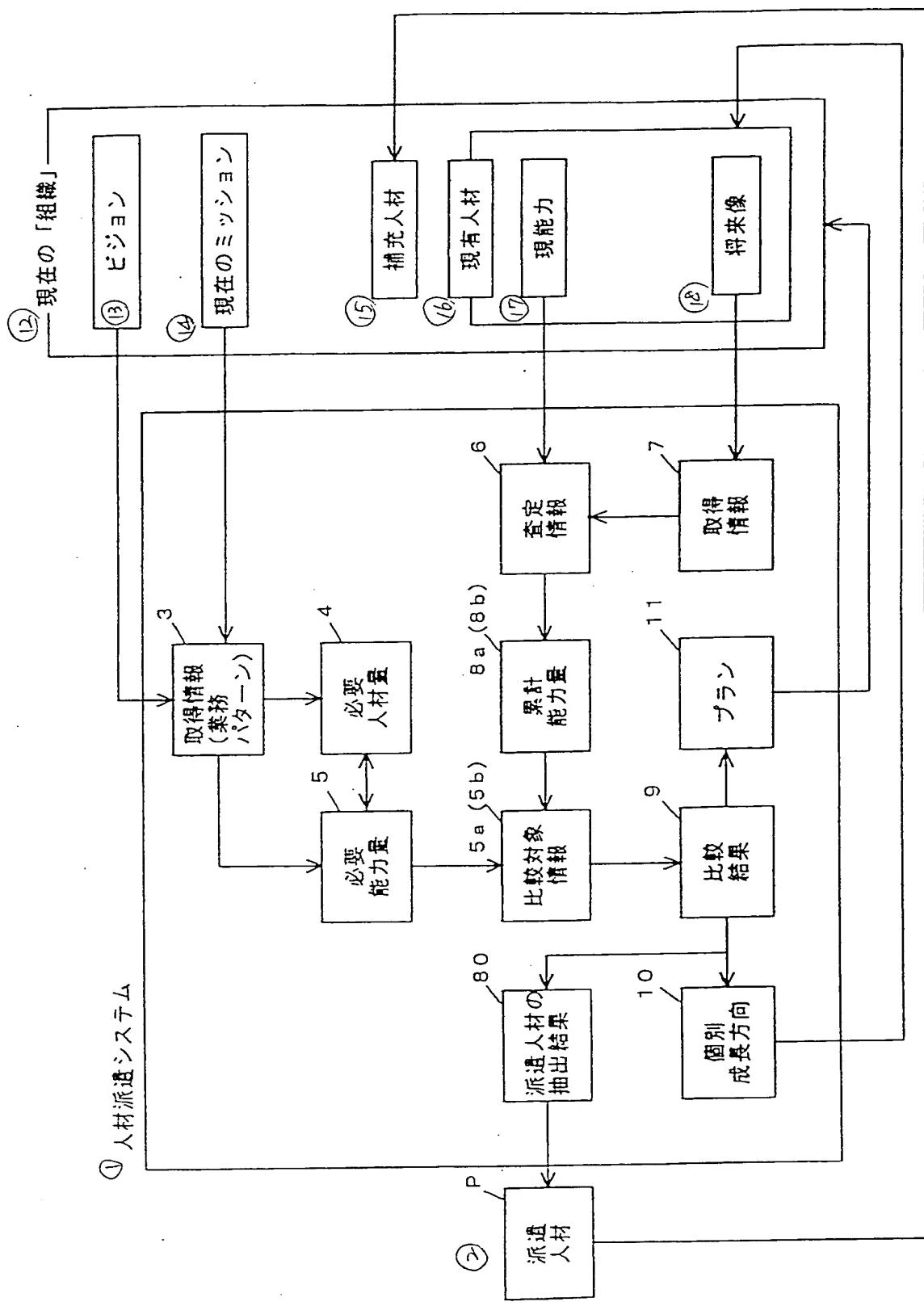
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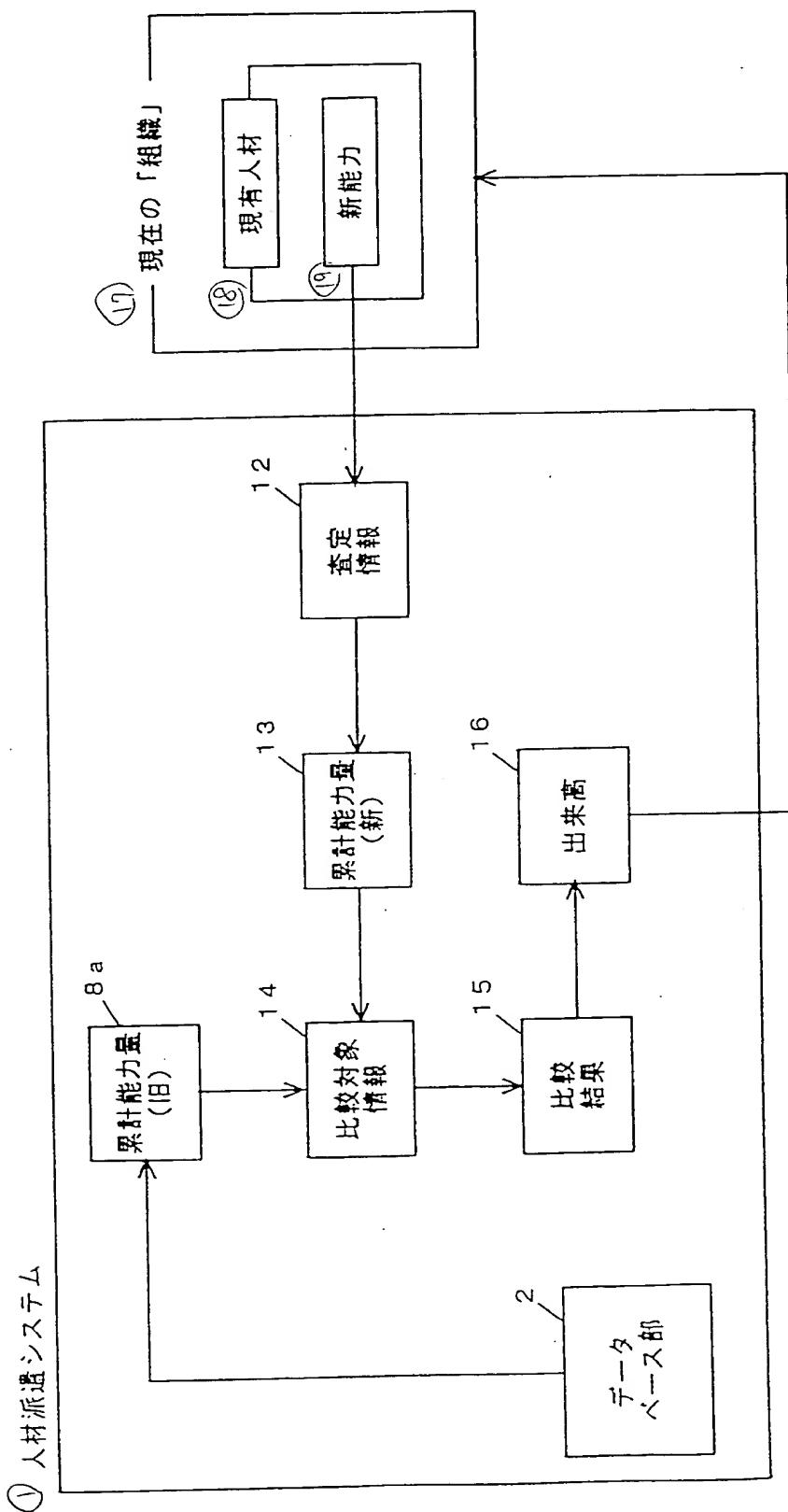
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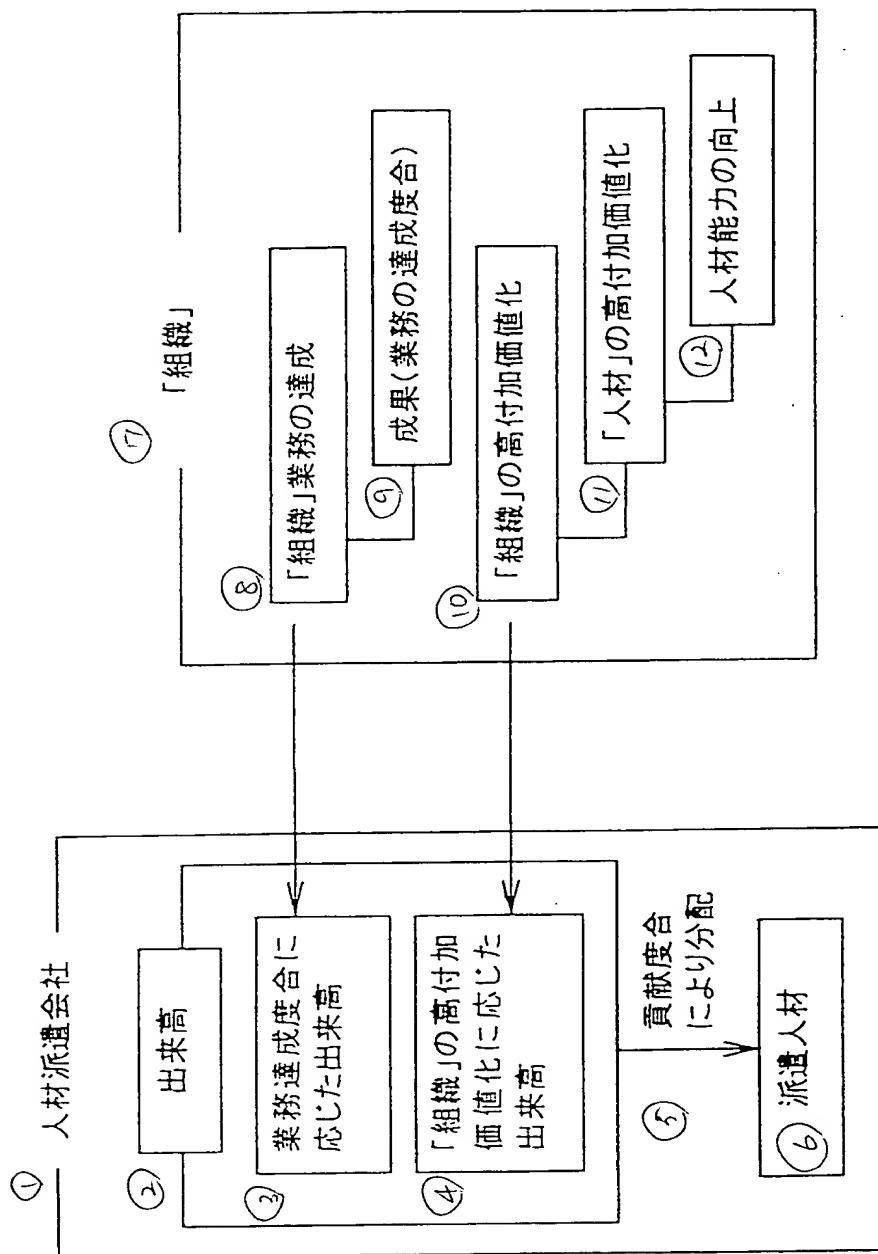
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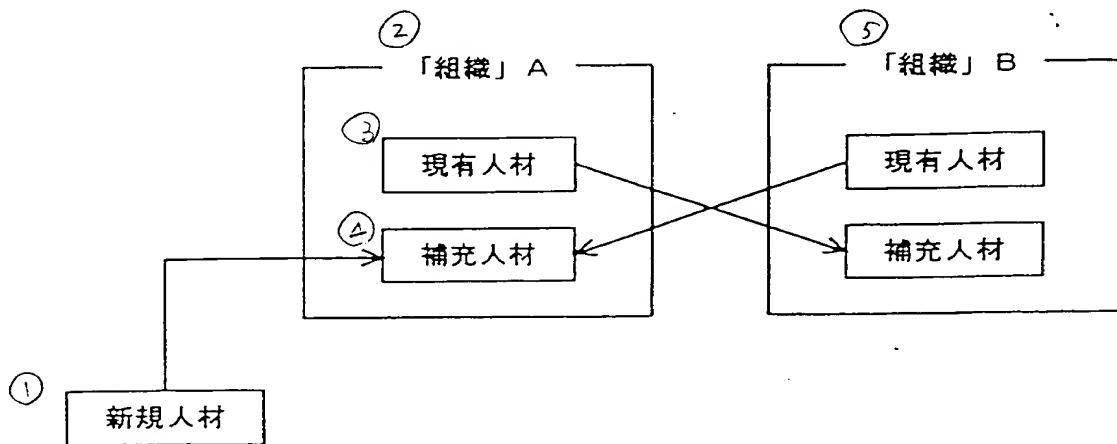
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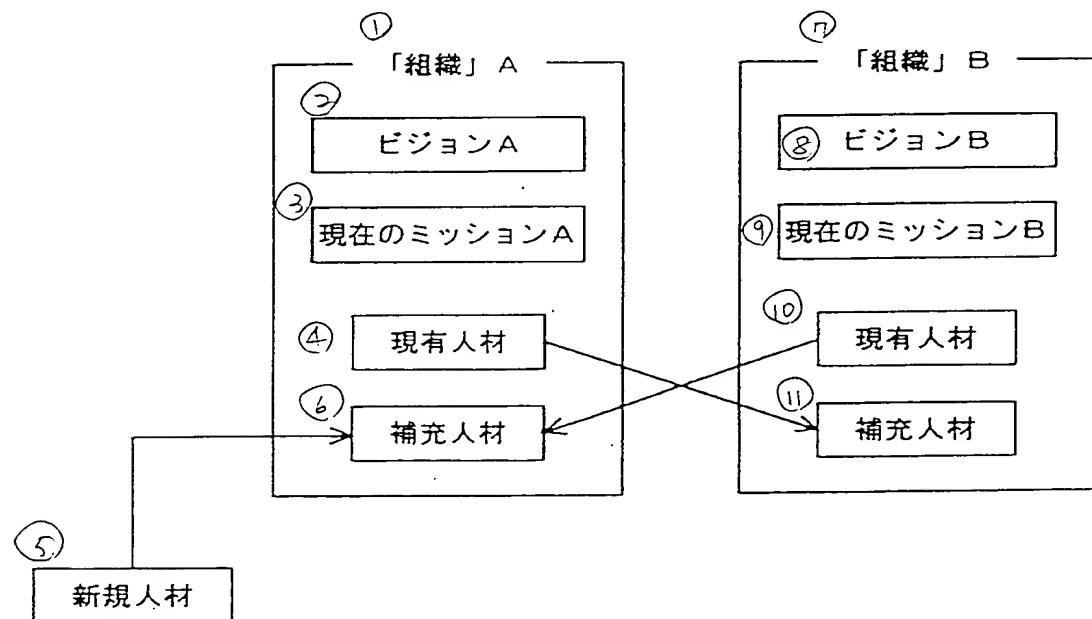
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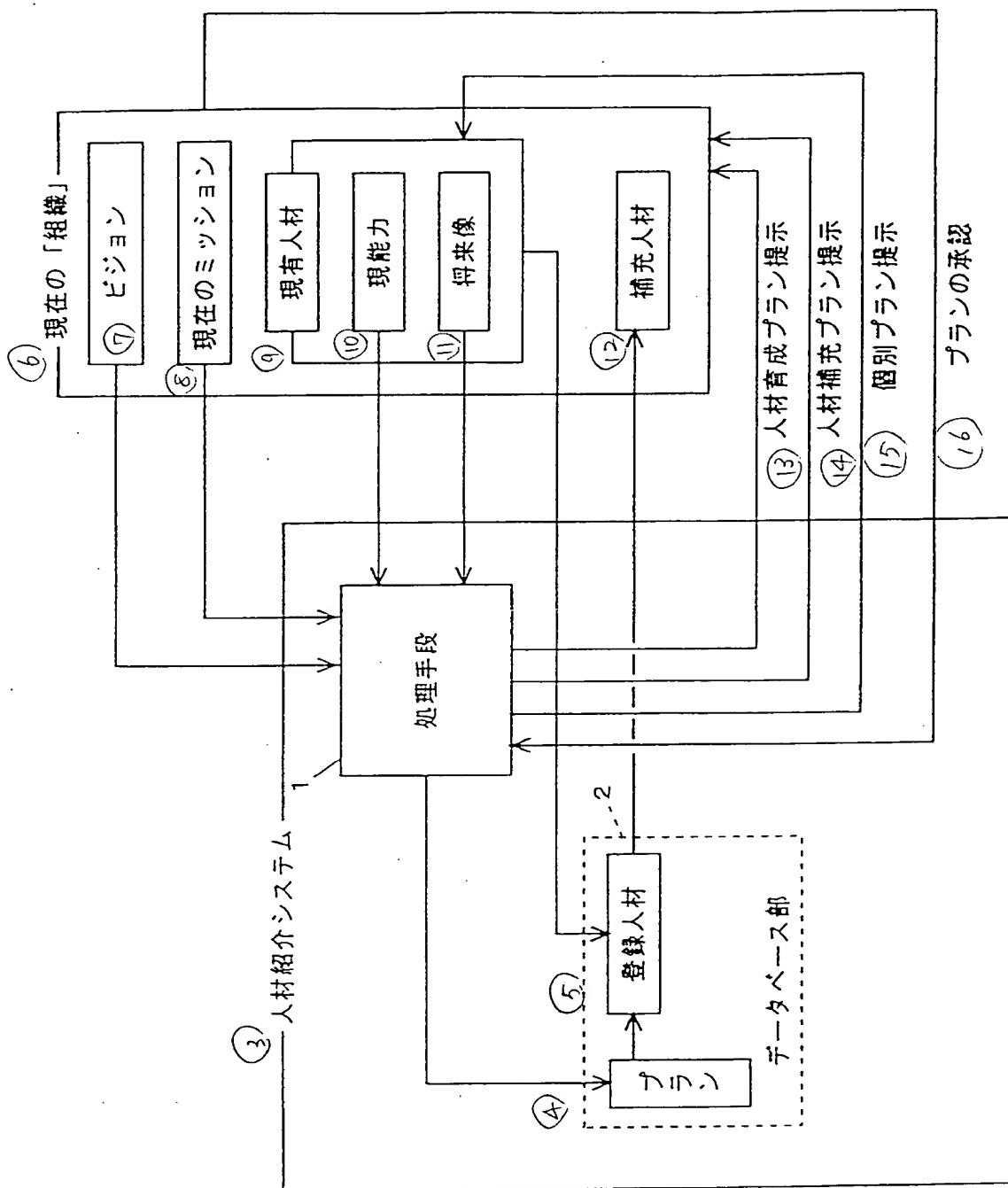
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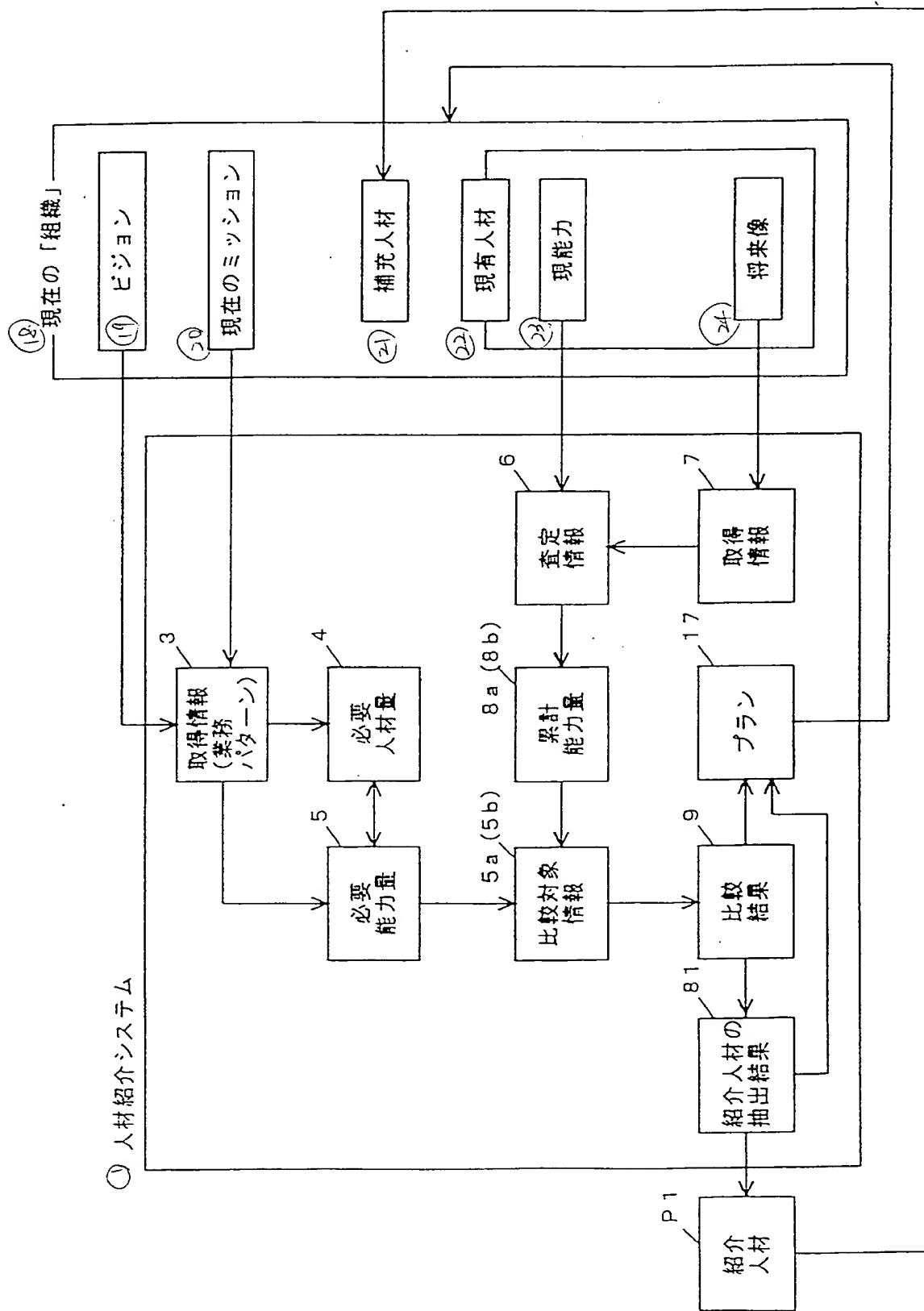
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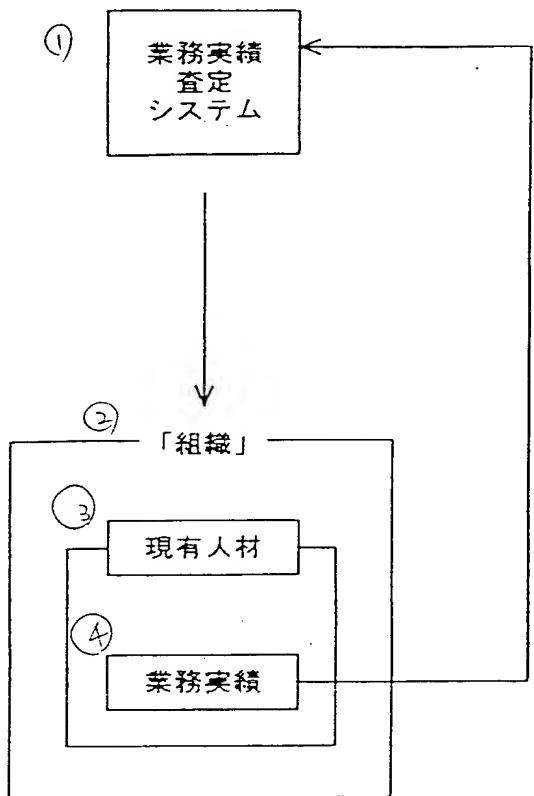
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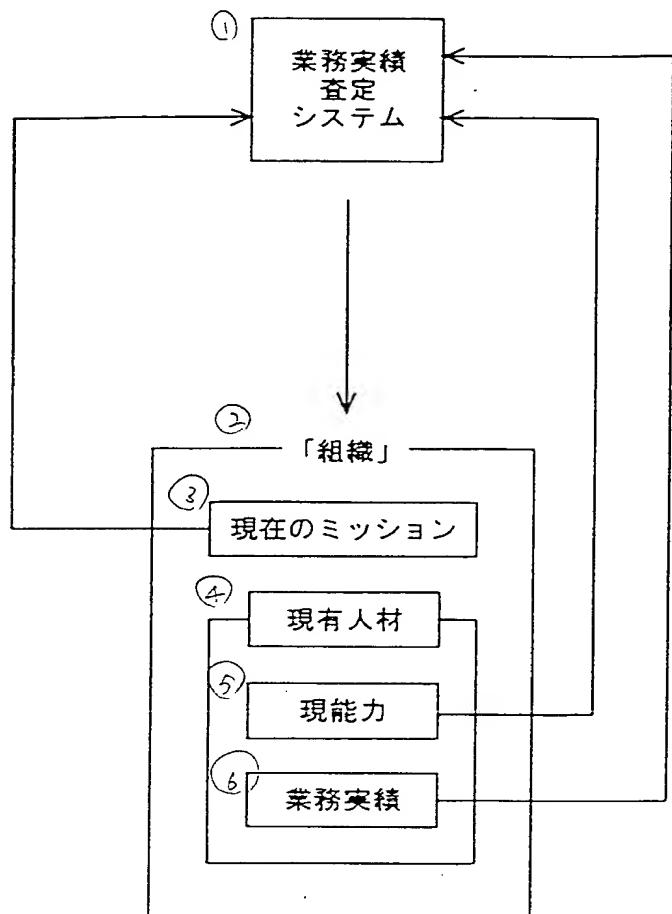
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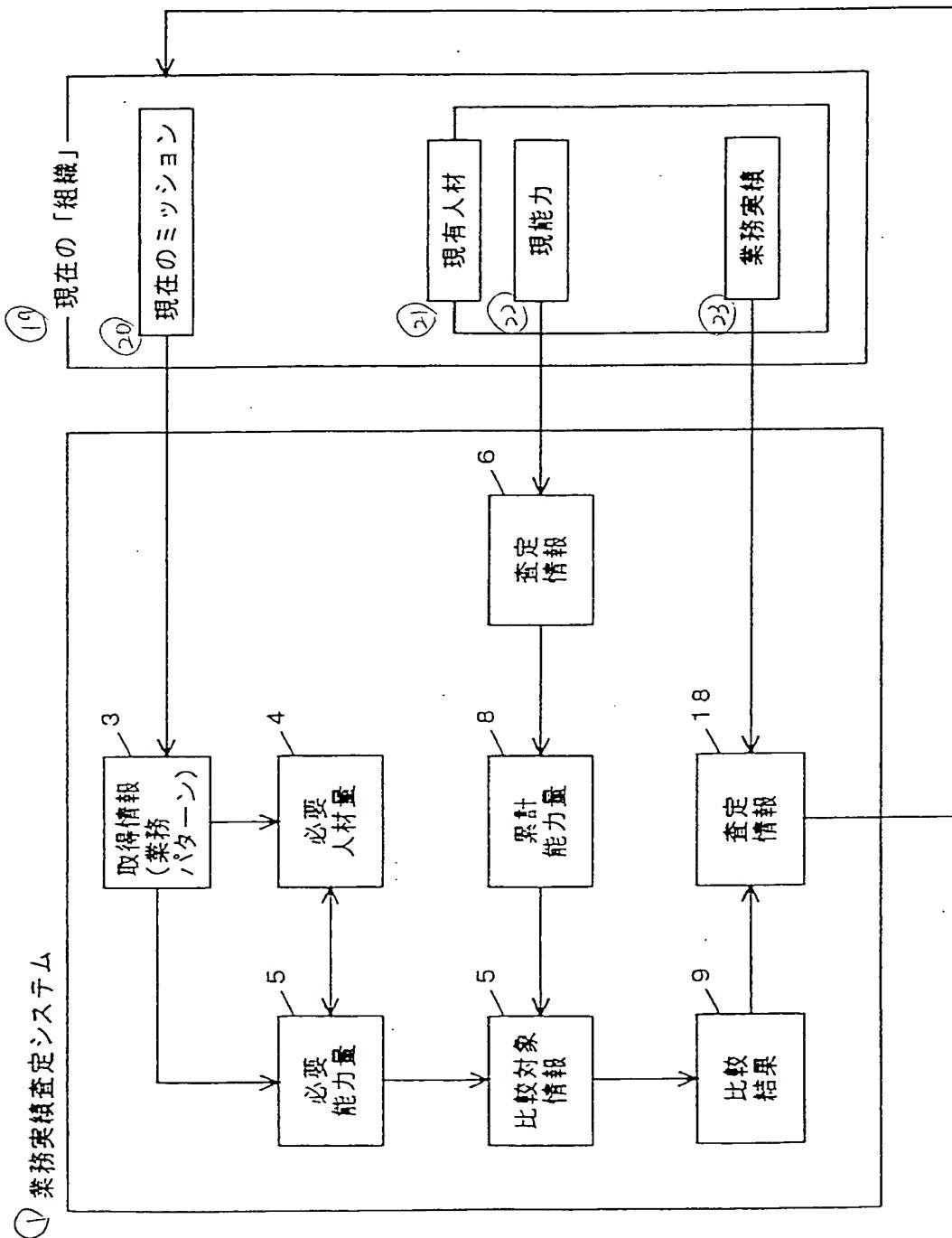


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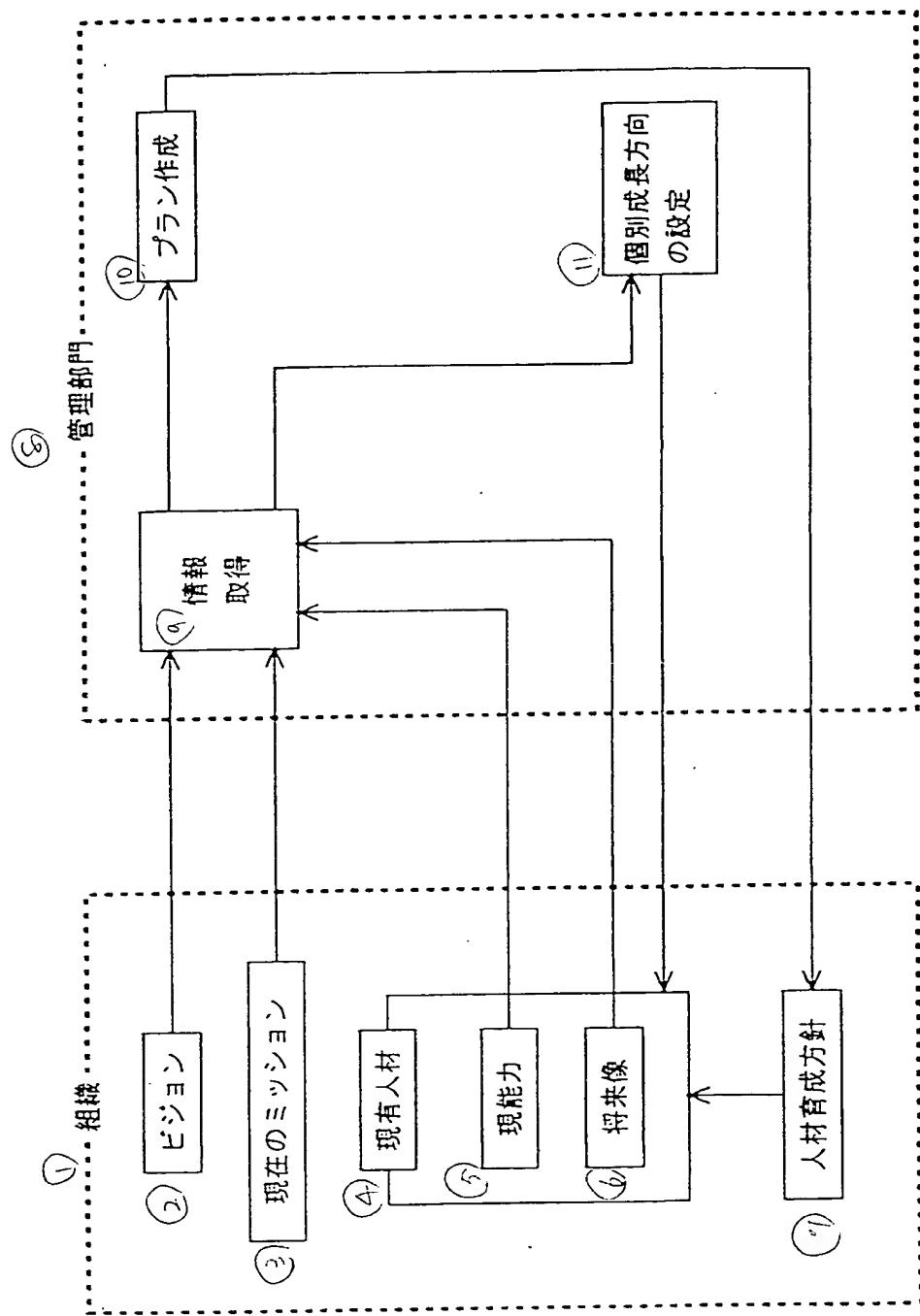


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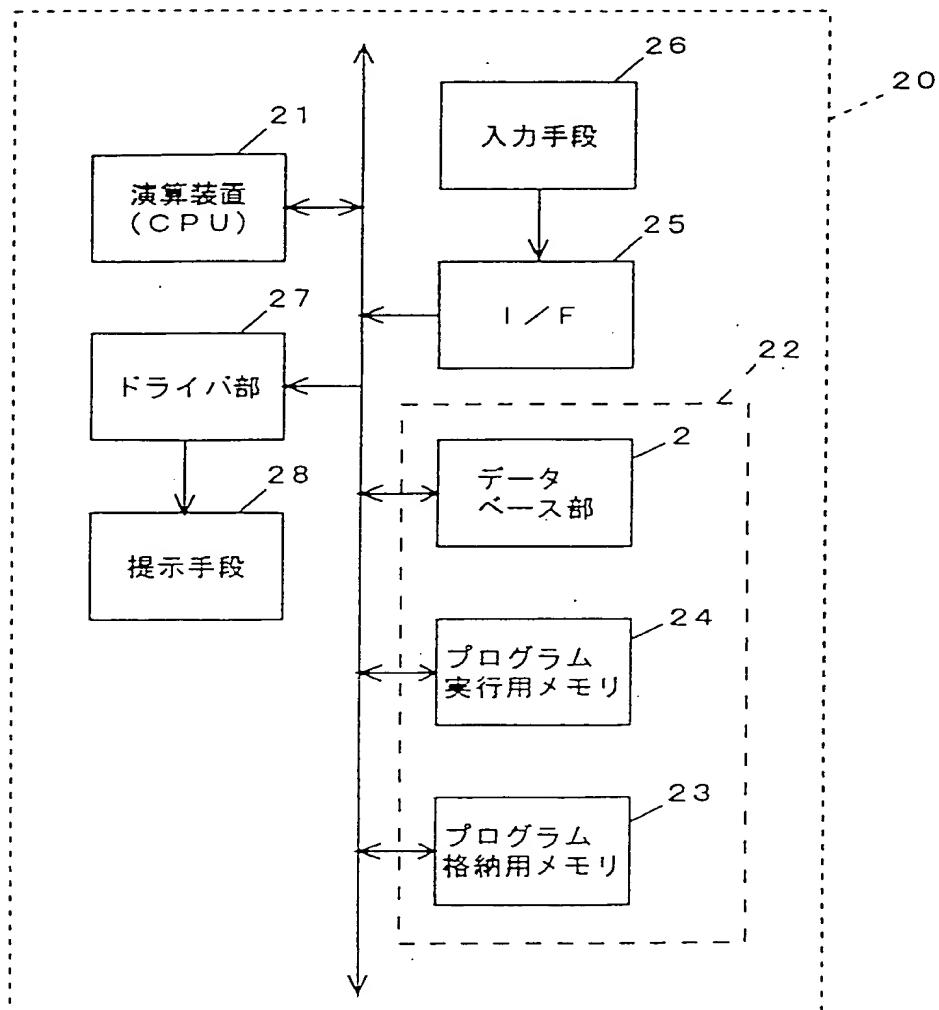
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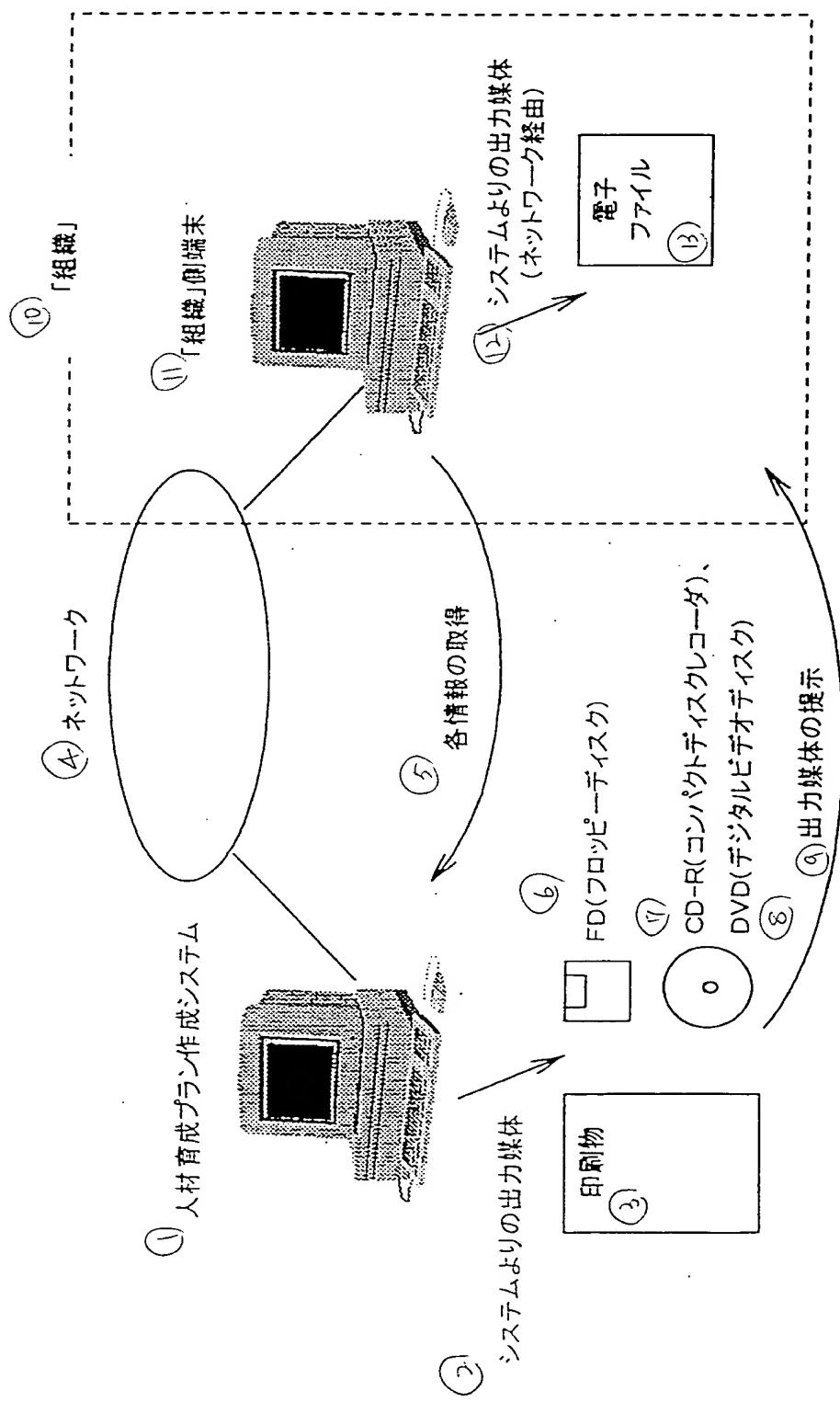
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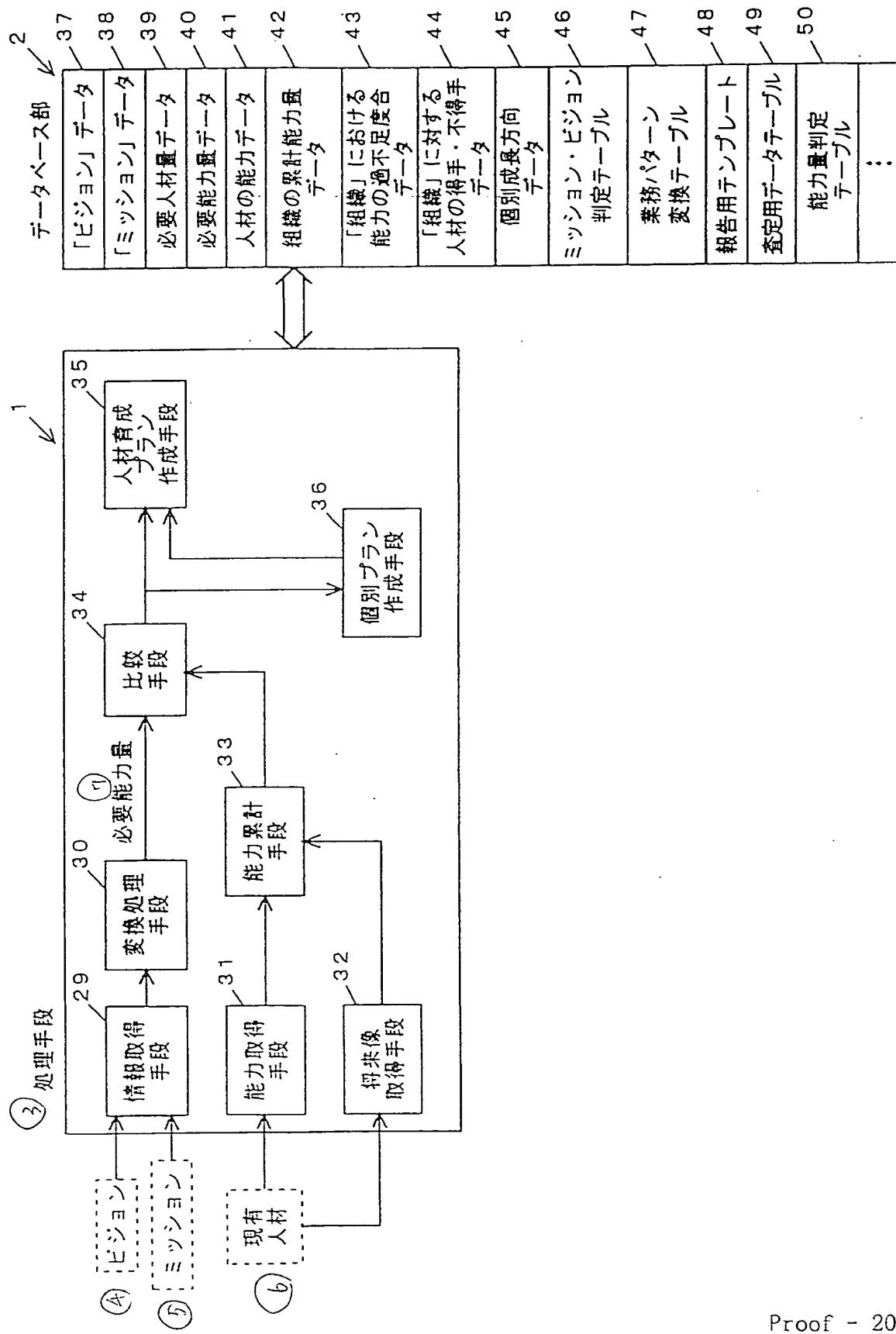
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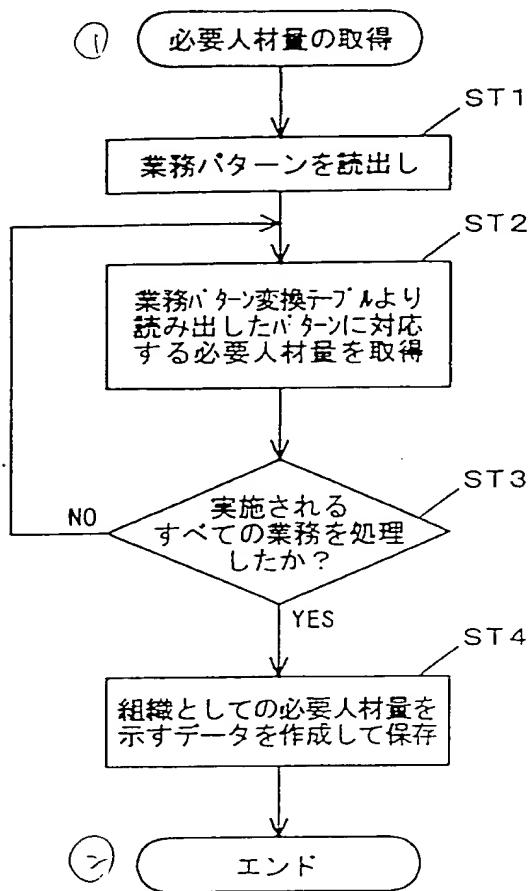
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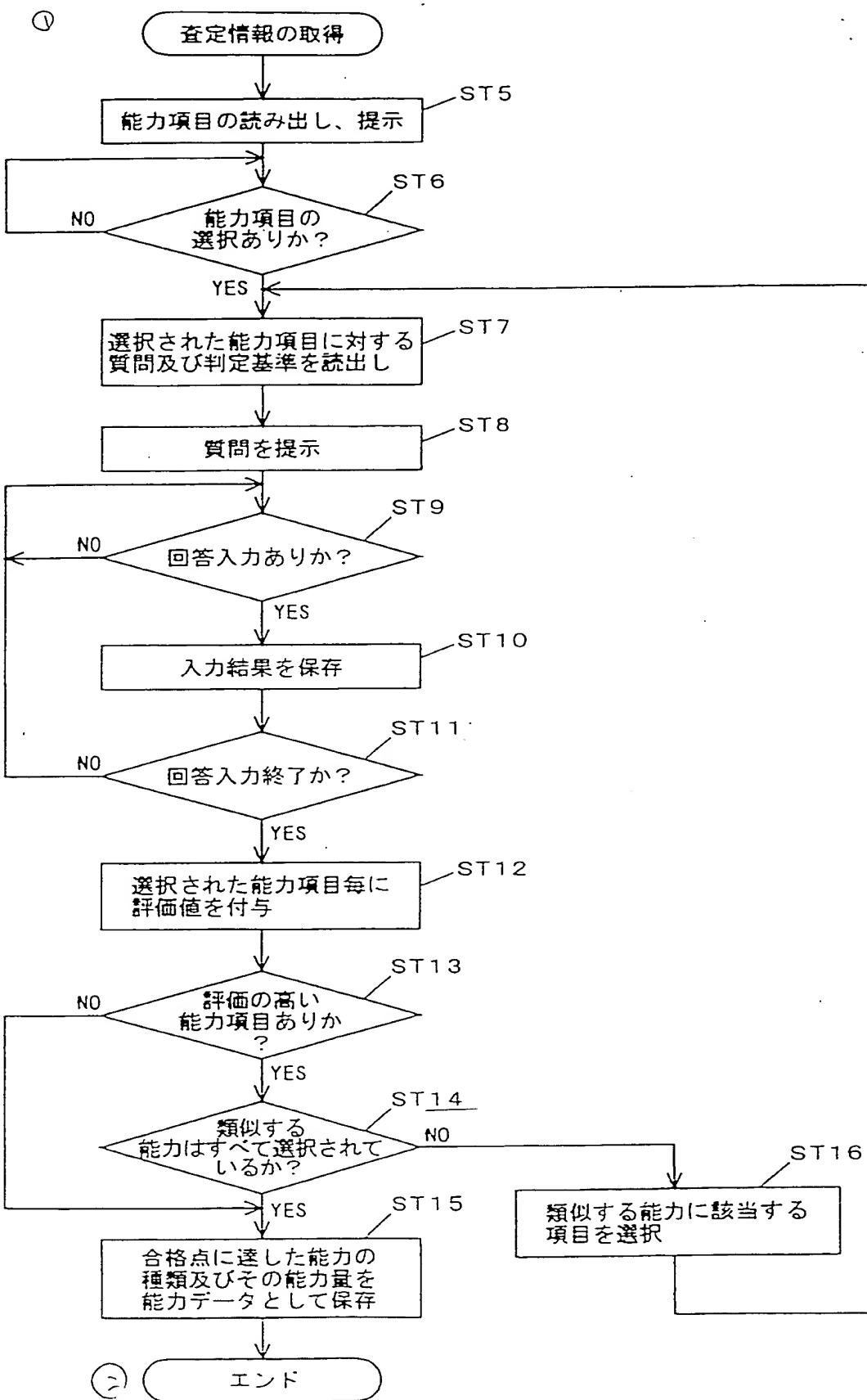
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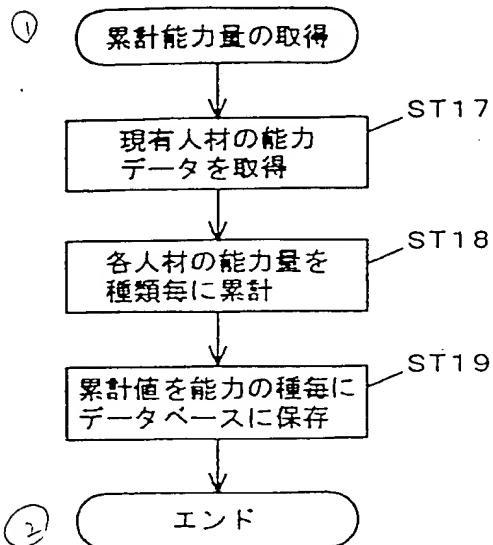
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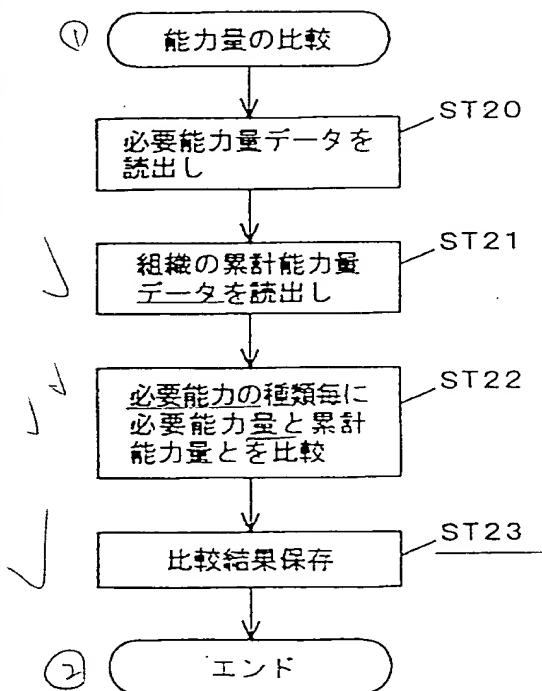
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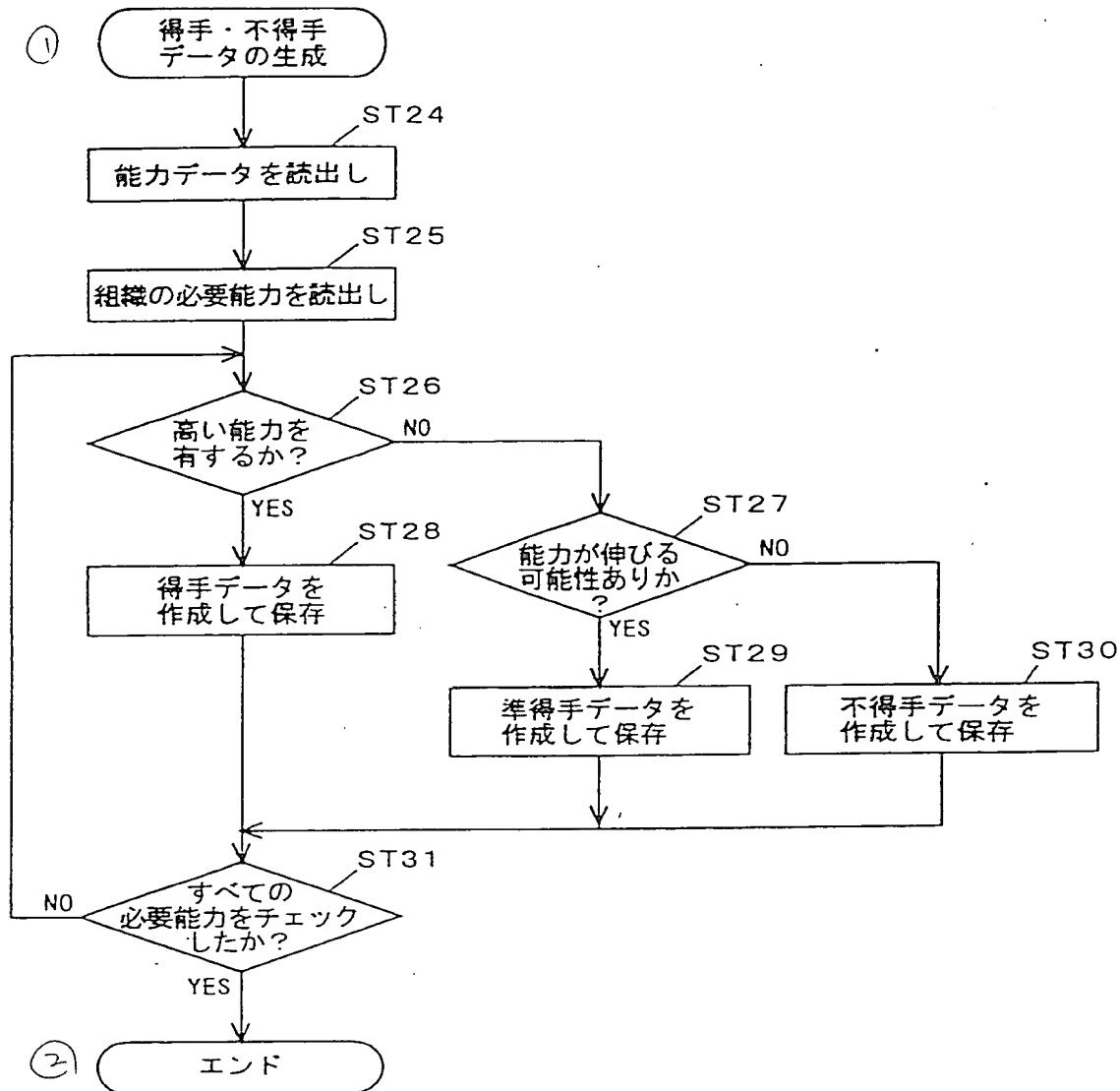
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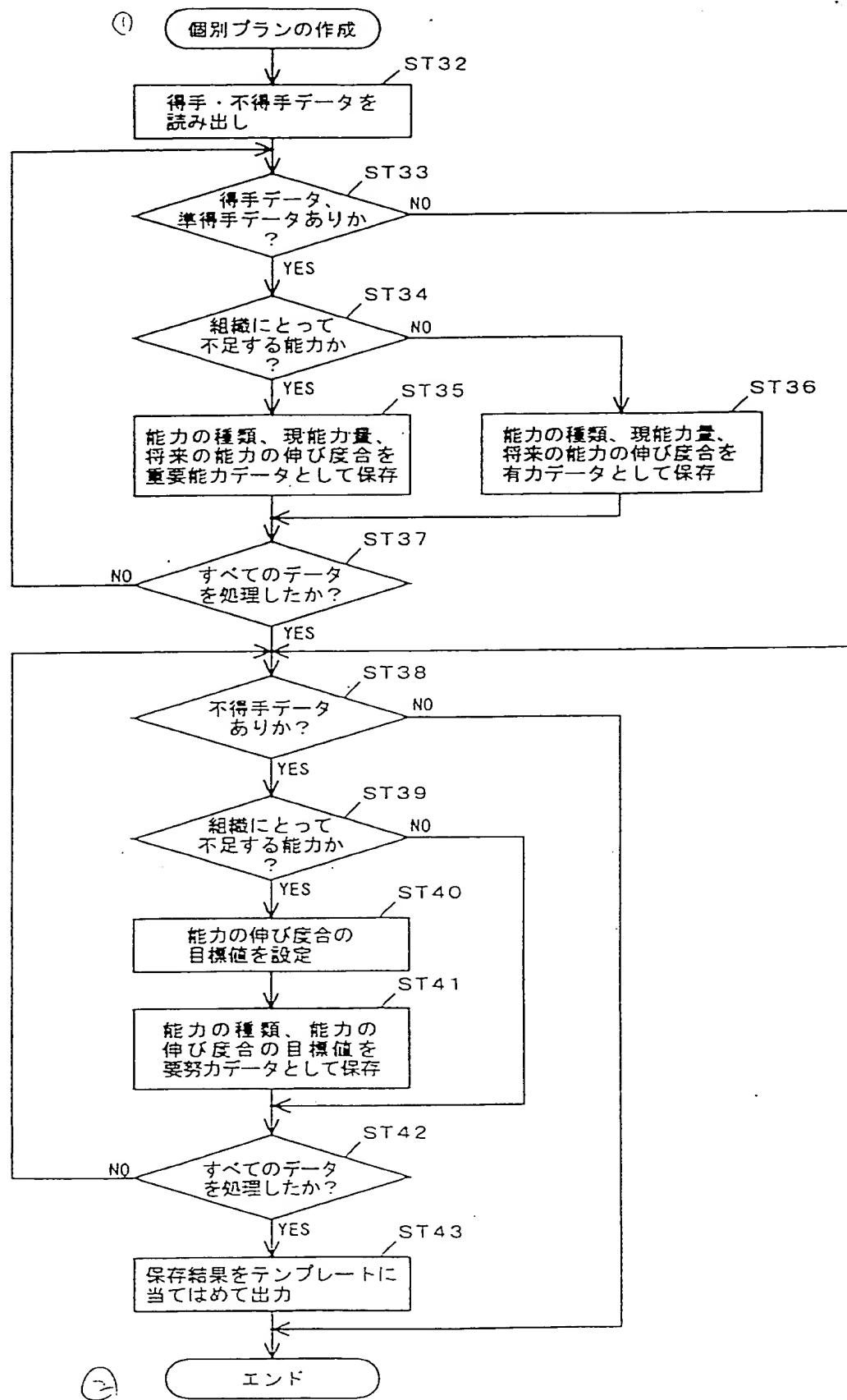
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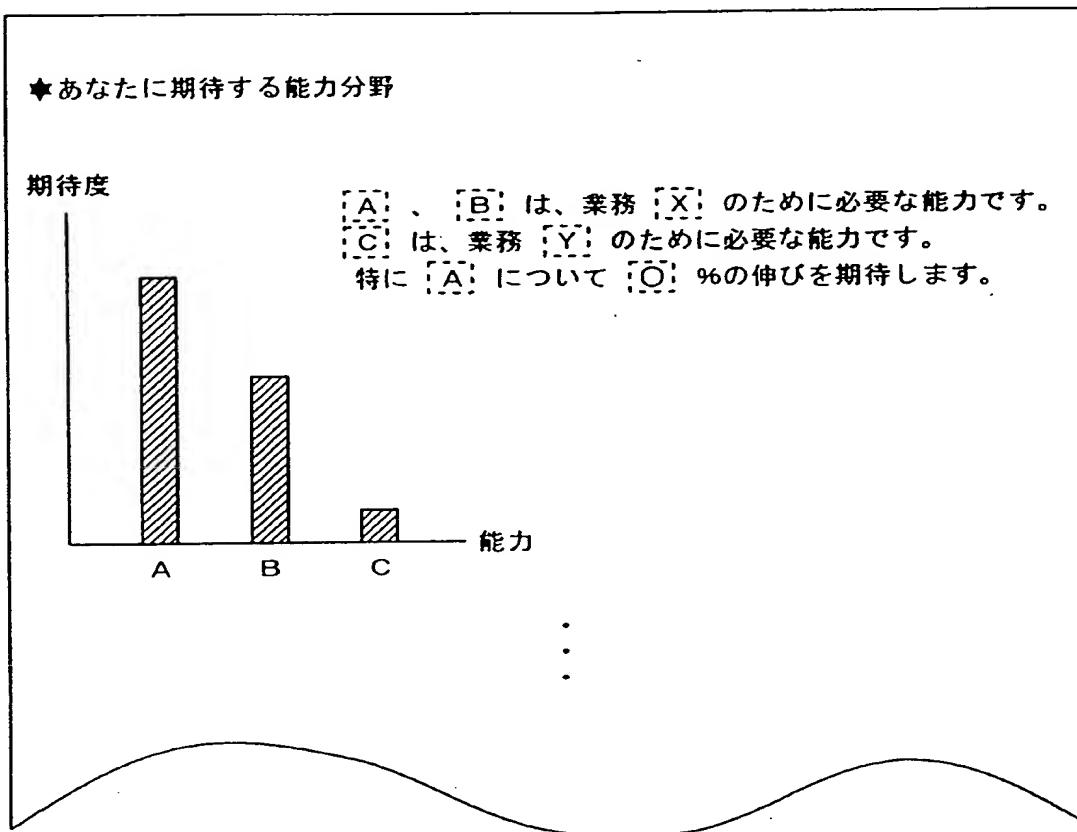
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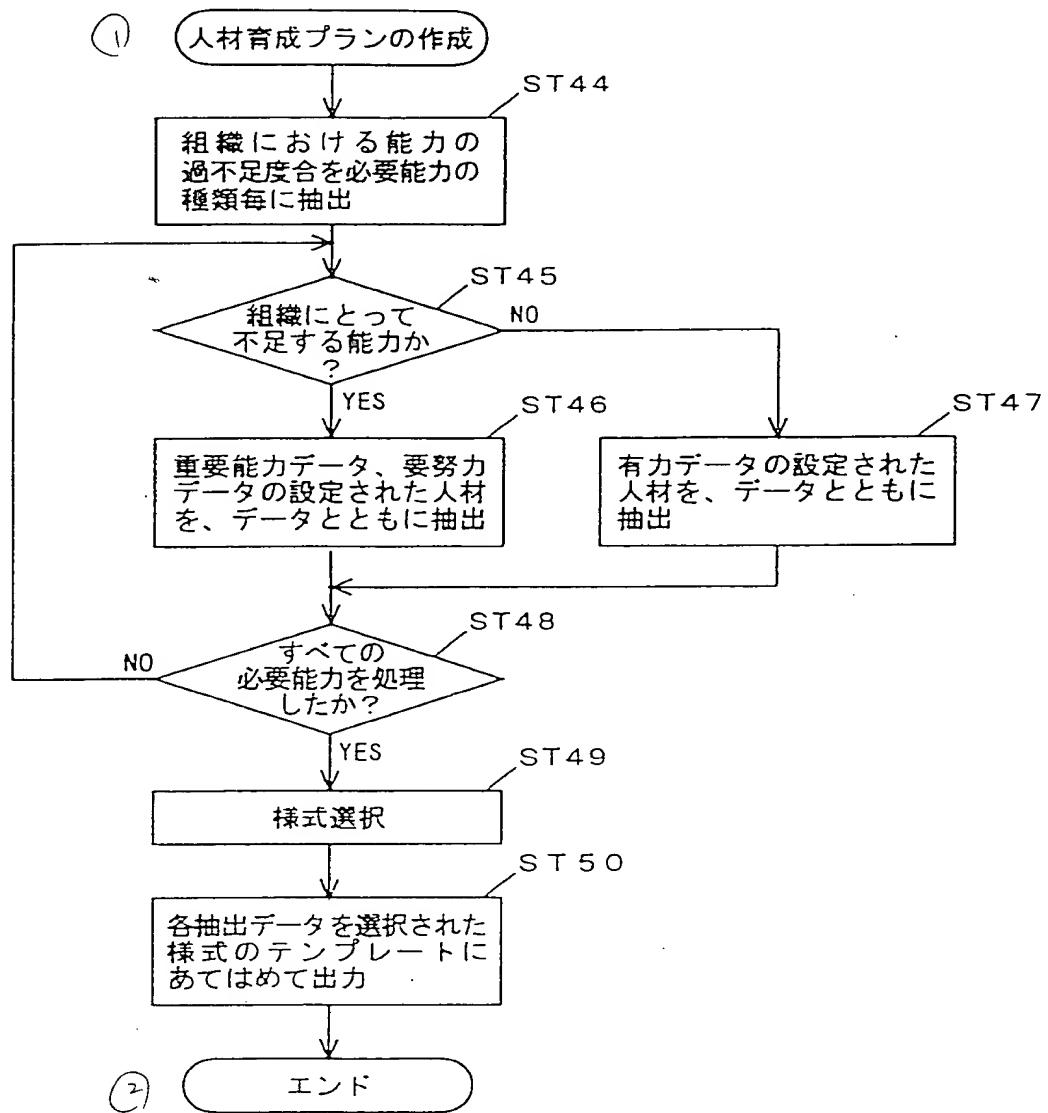
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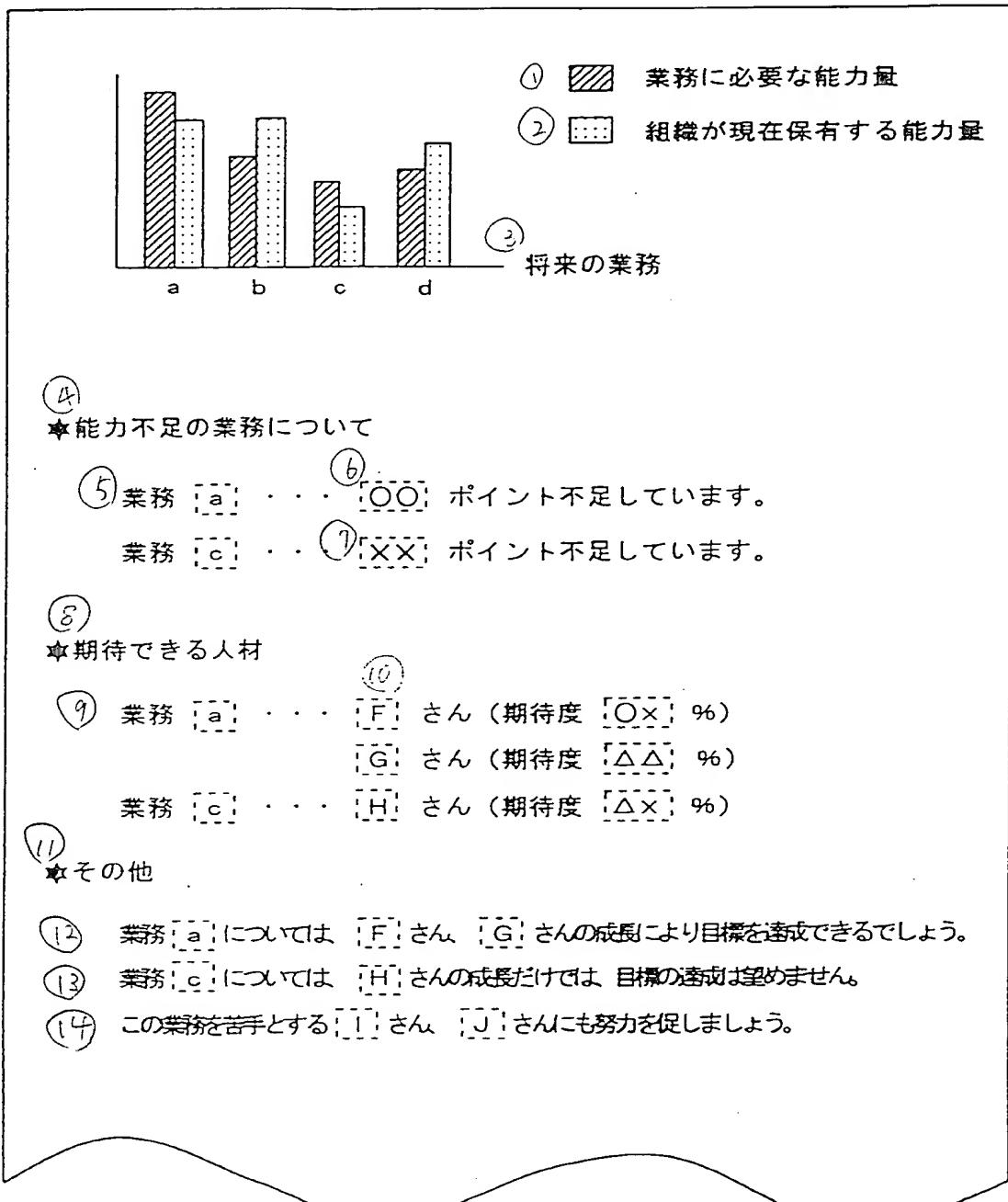
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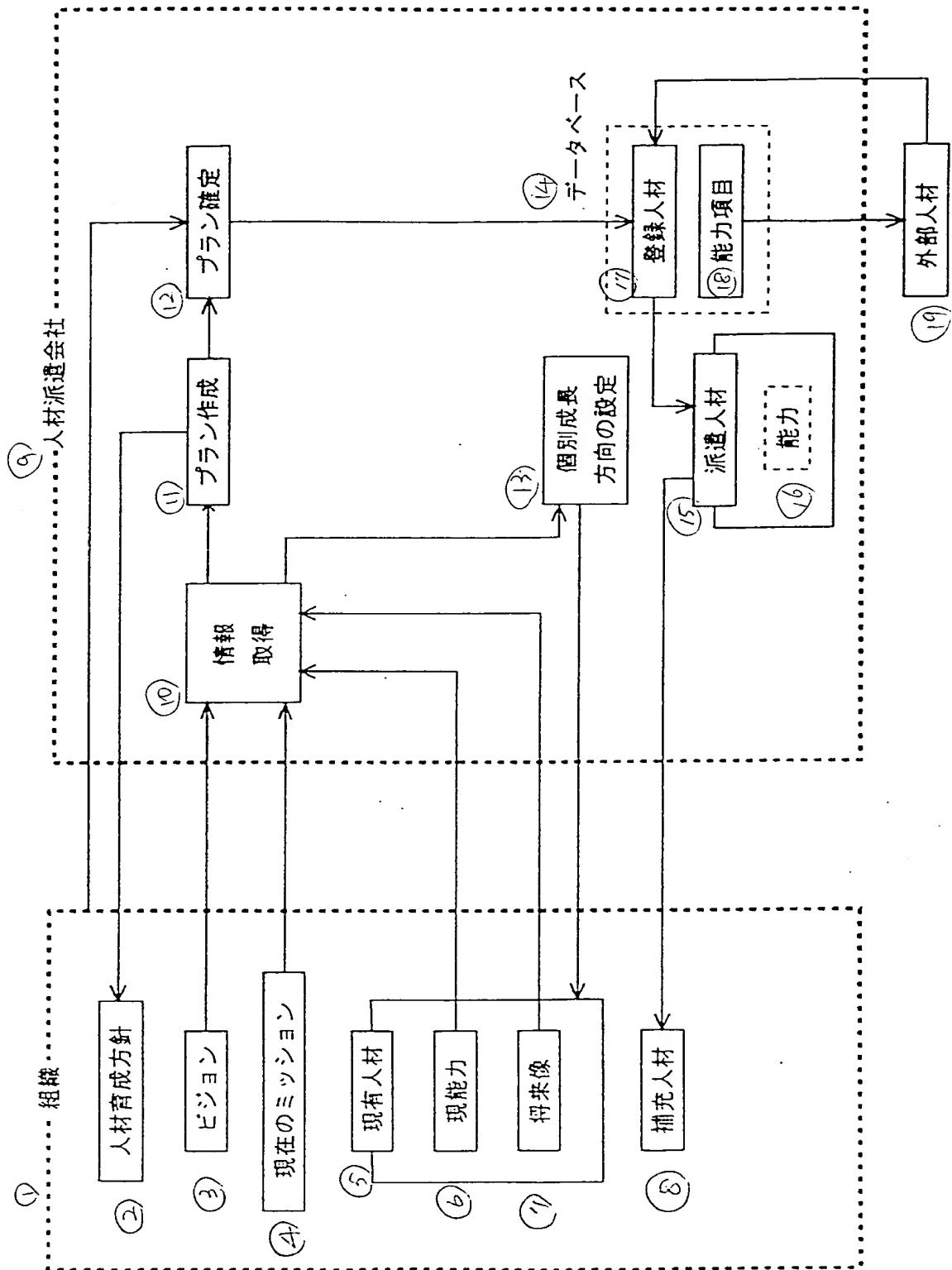
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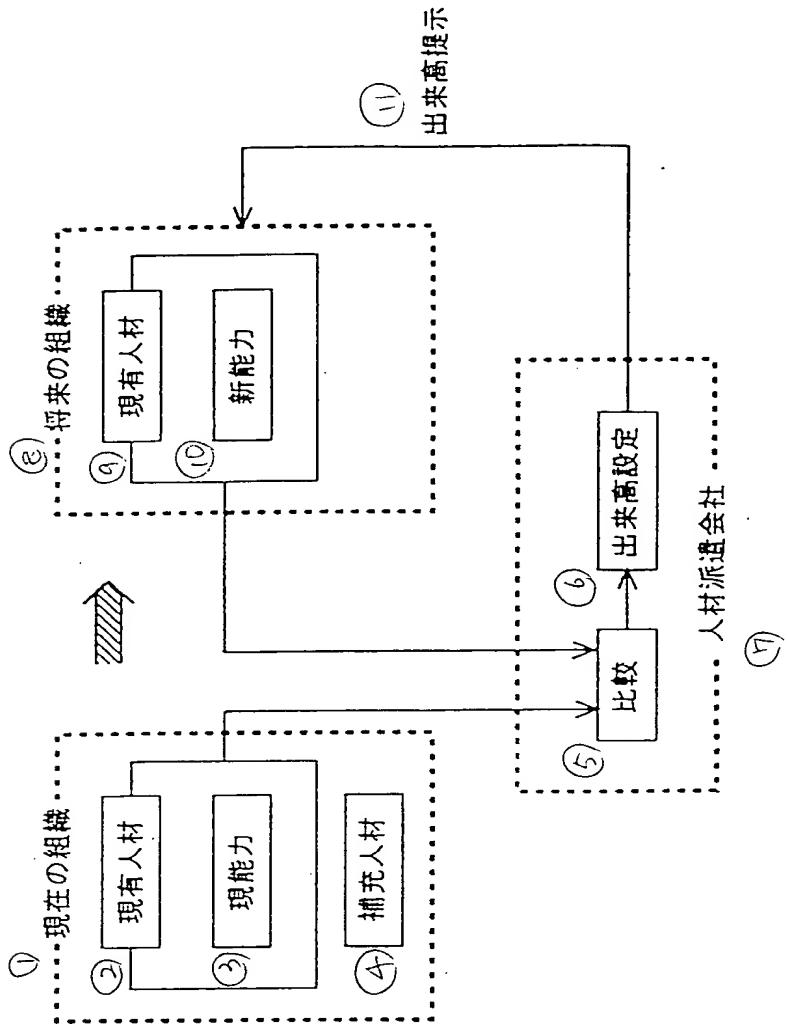
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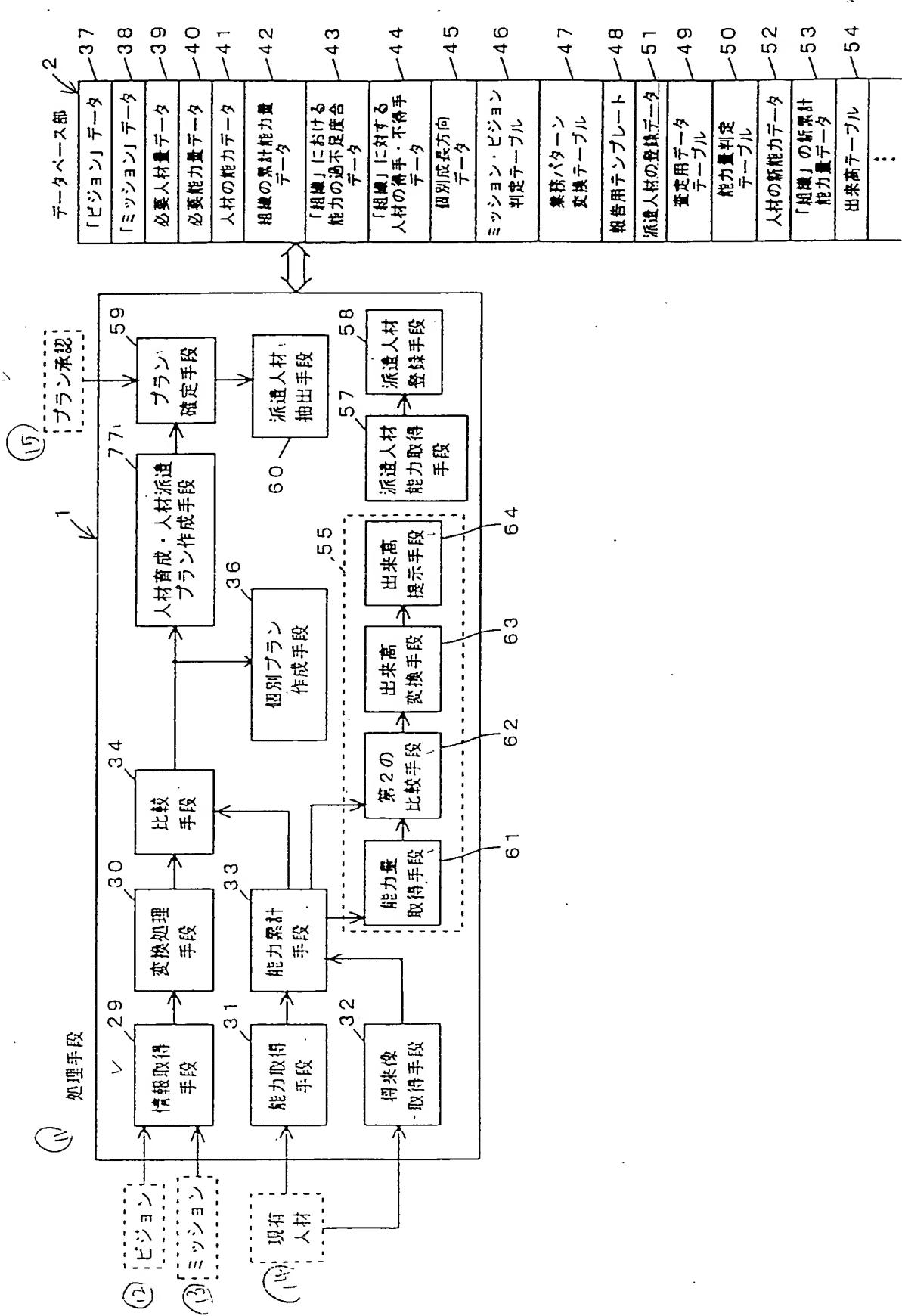
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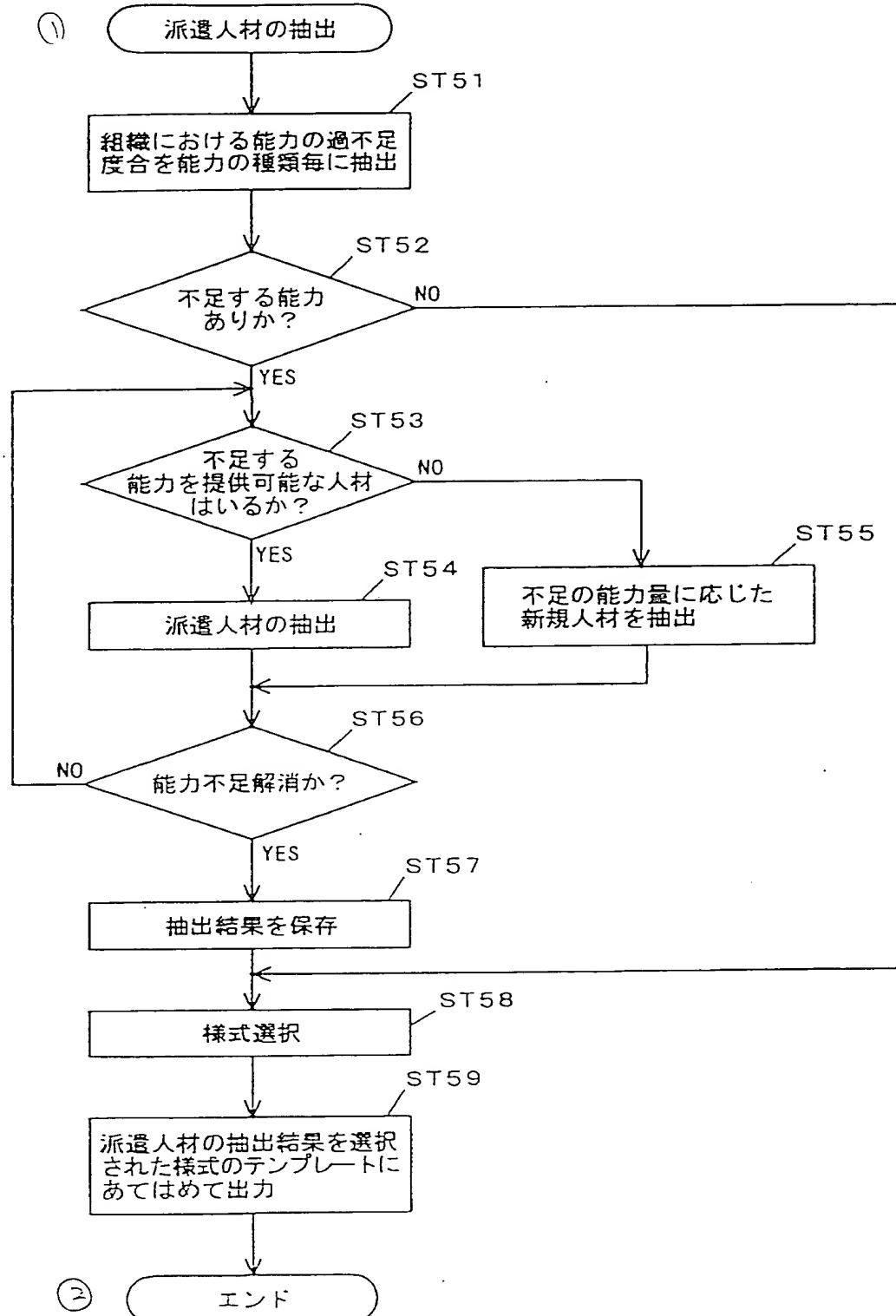
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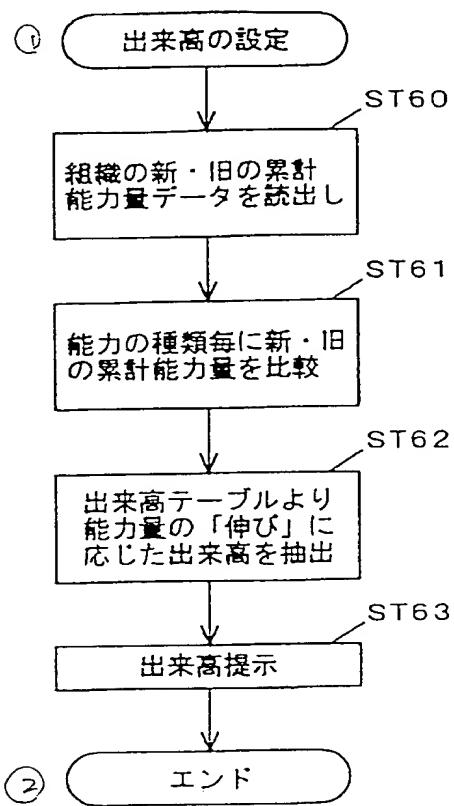
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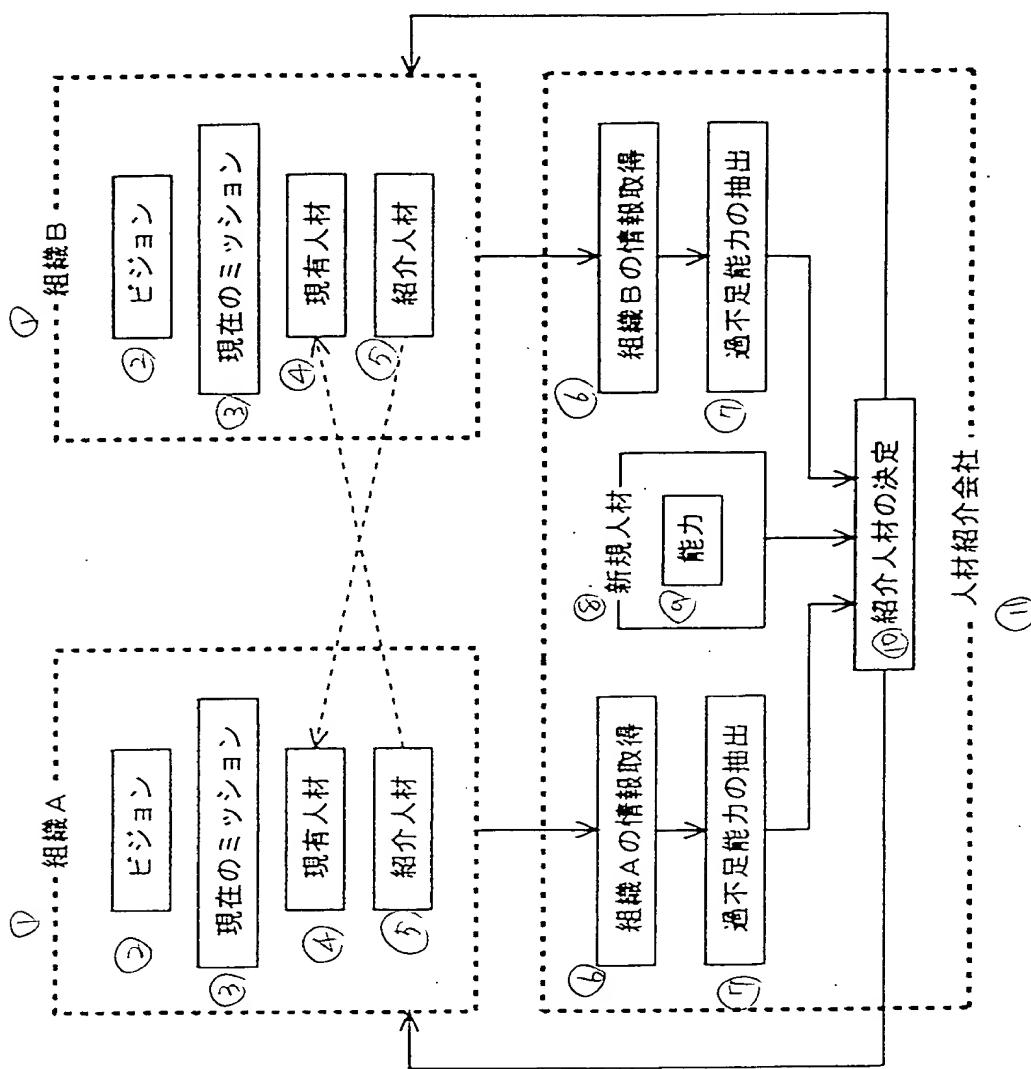
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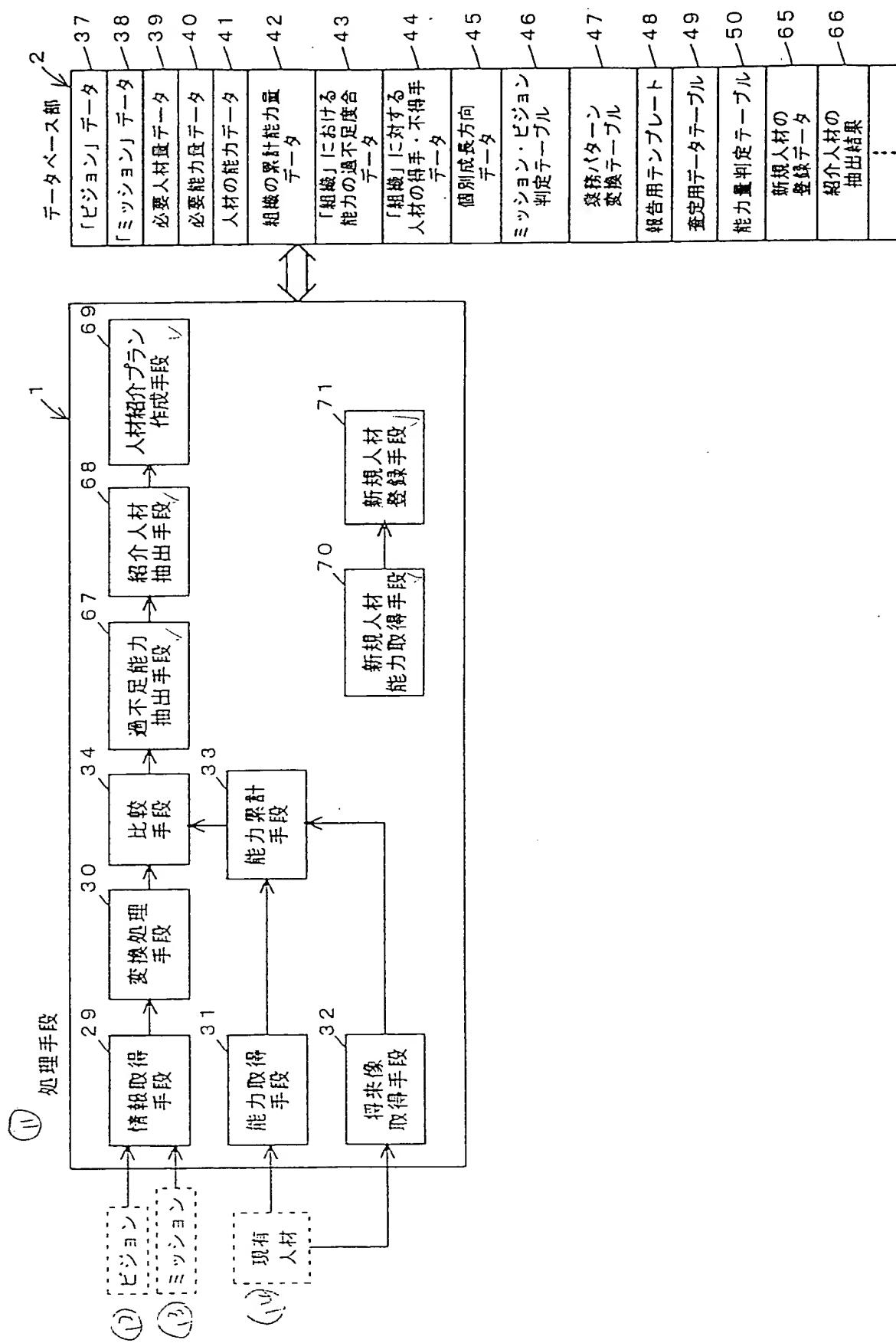
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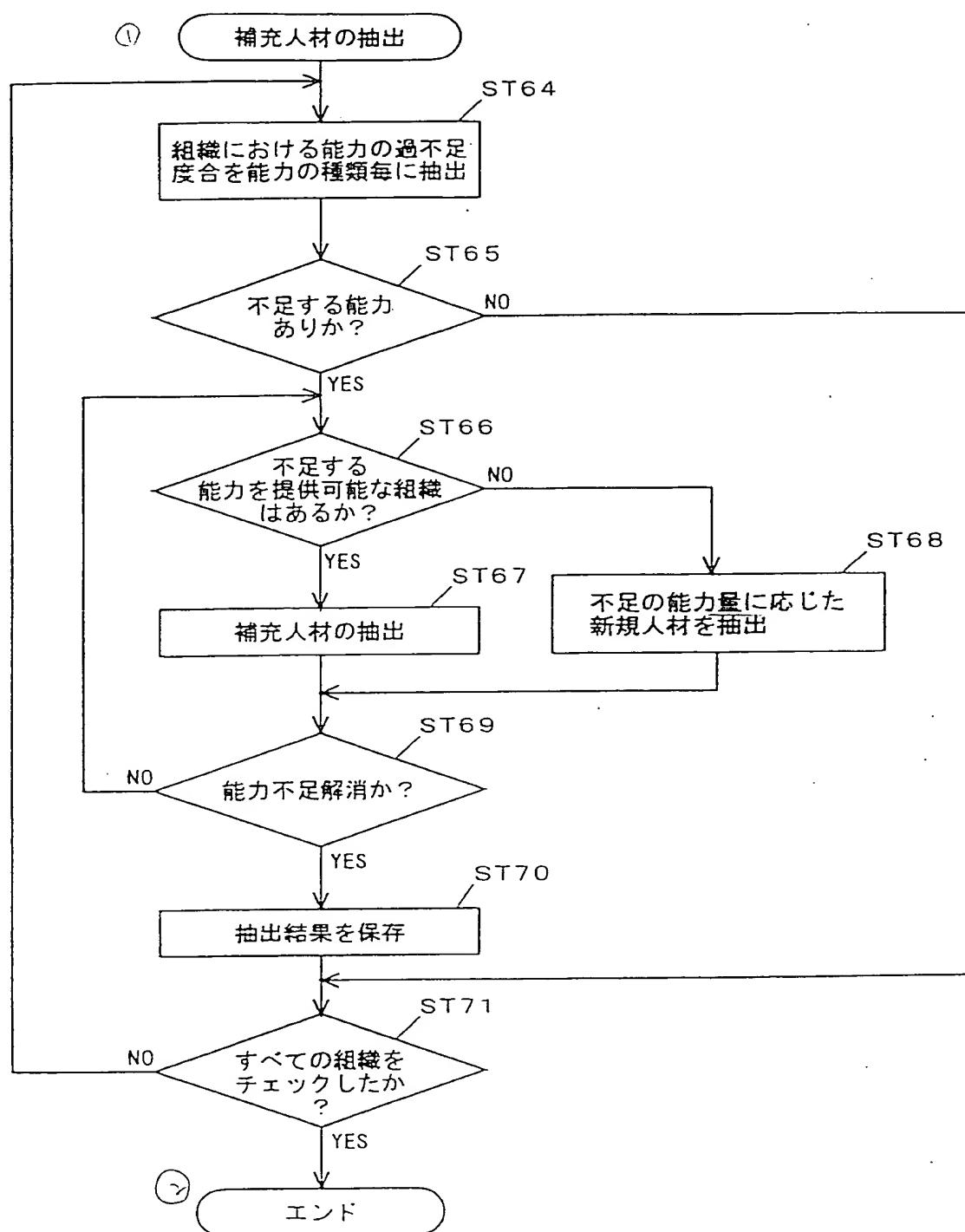
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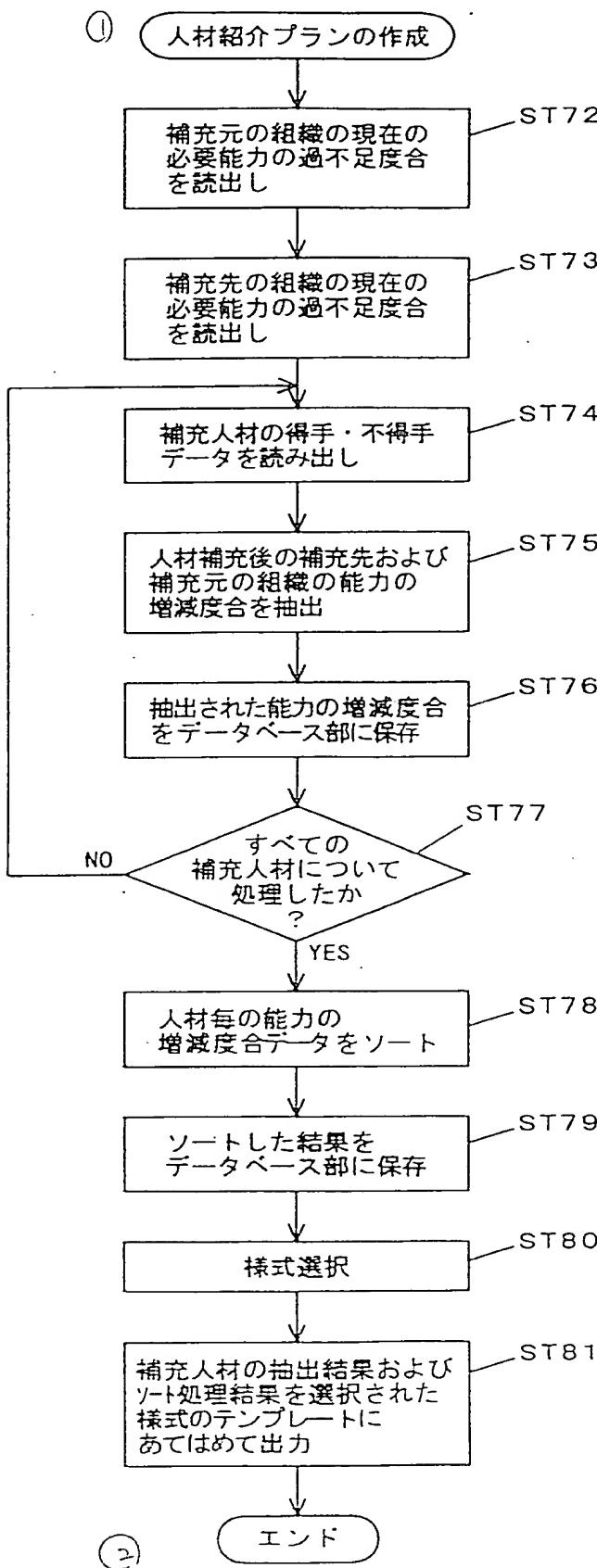
【図43】



【図44】

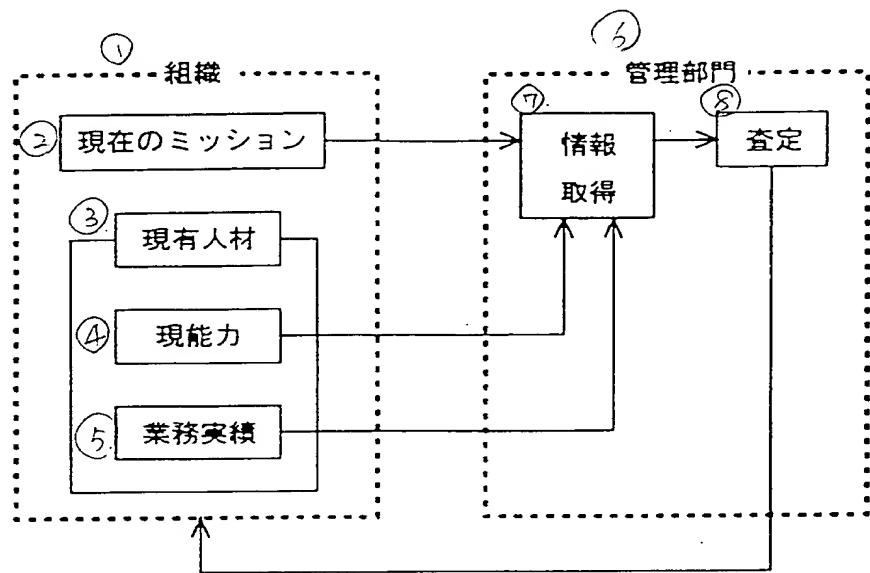


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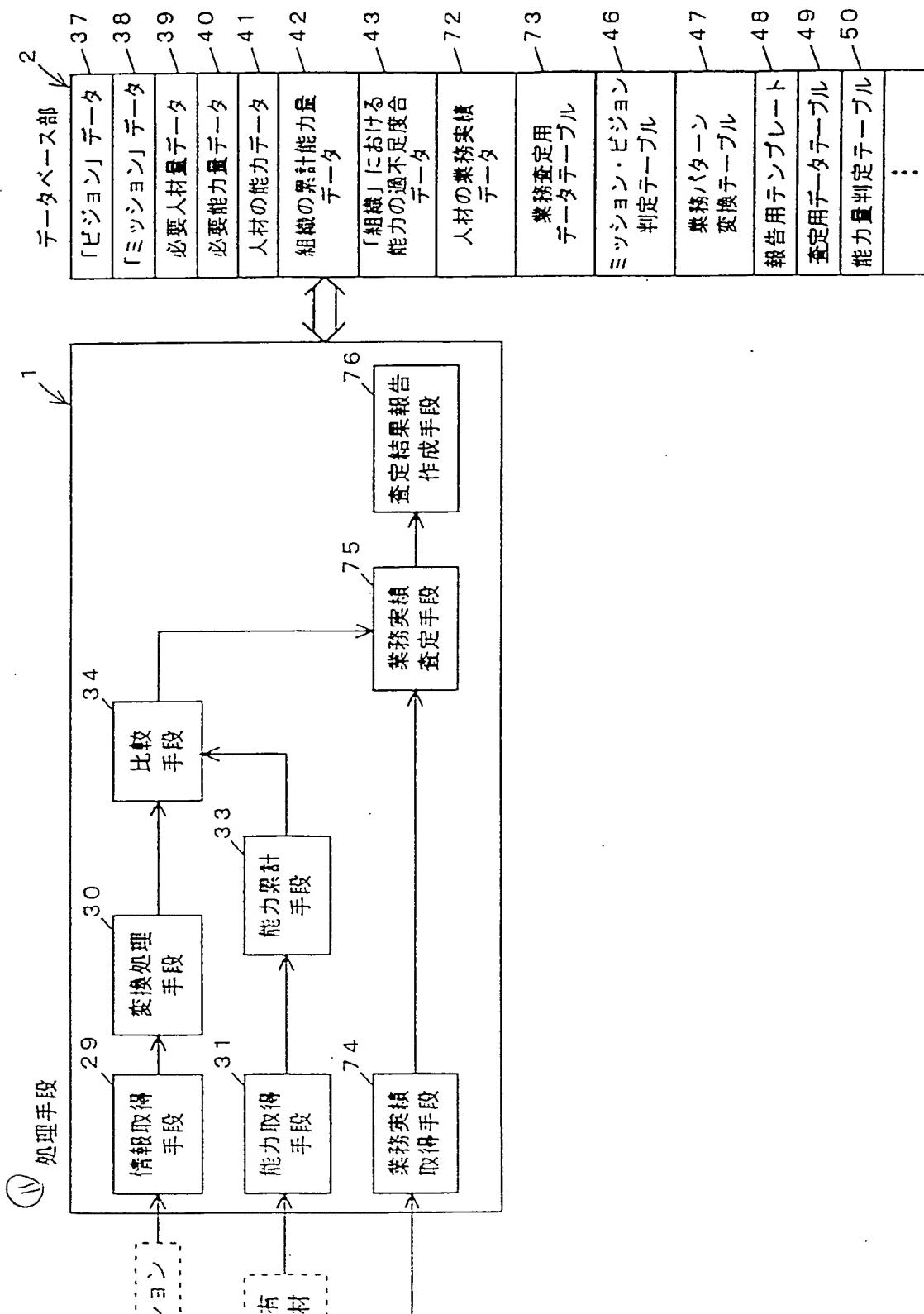


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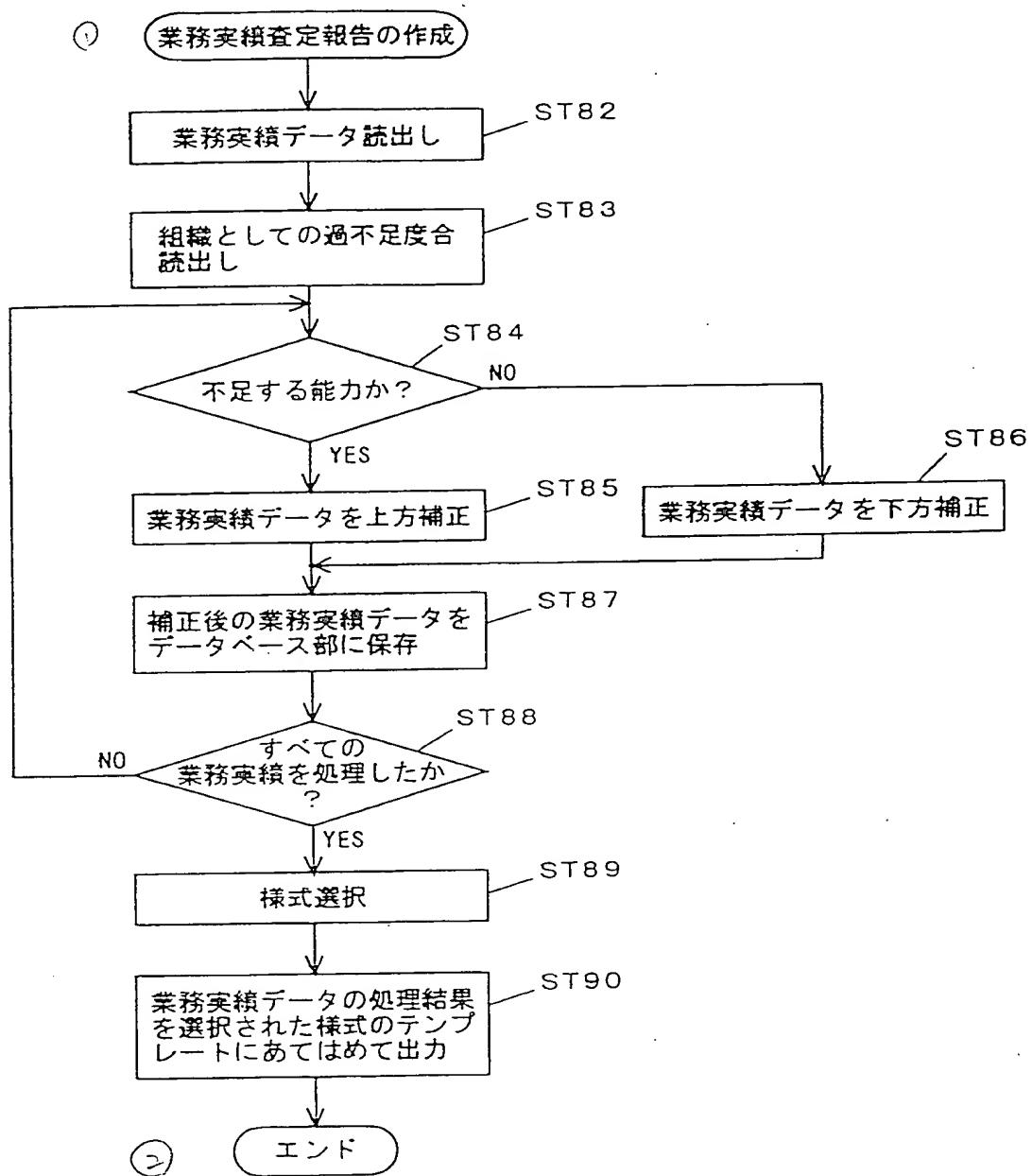
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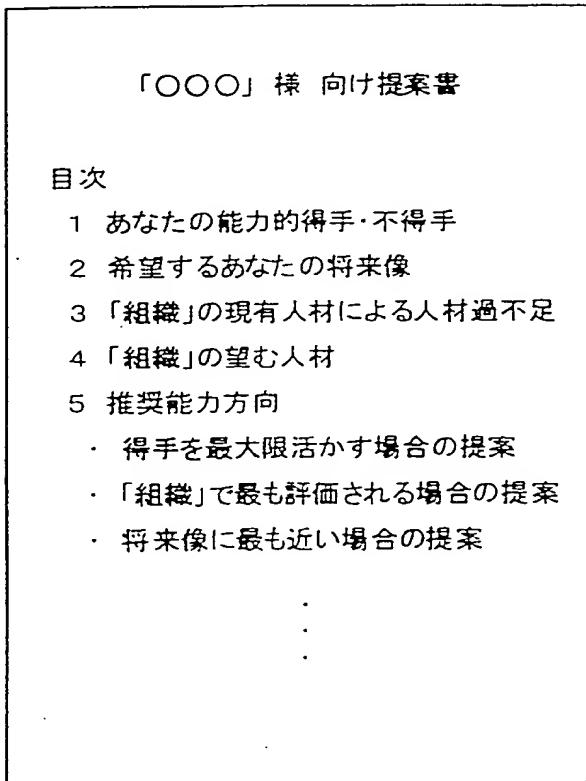
【図47】



【図48】



【図49】



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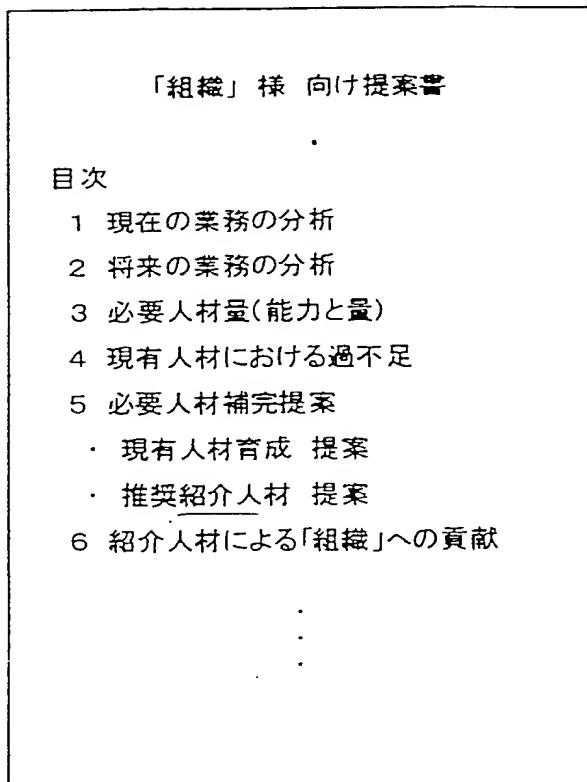
[四 50]

## 「組替」様 向け提案書

目次

- 1 現在の業務の分析
- 2 将来の業務の分析
- 3 必要人材量(能力と量)
- 4 現有人材における過不足
- 5 必要人材補完提案
  - ・ 現有人材育成 提案
  - ・ 推奨派遣人材 提案
- 6 派遣人材による現有人材育成計画

【図51】



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【図52】

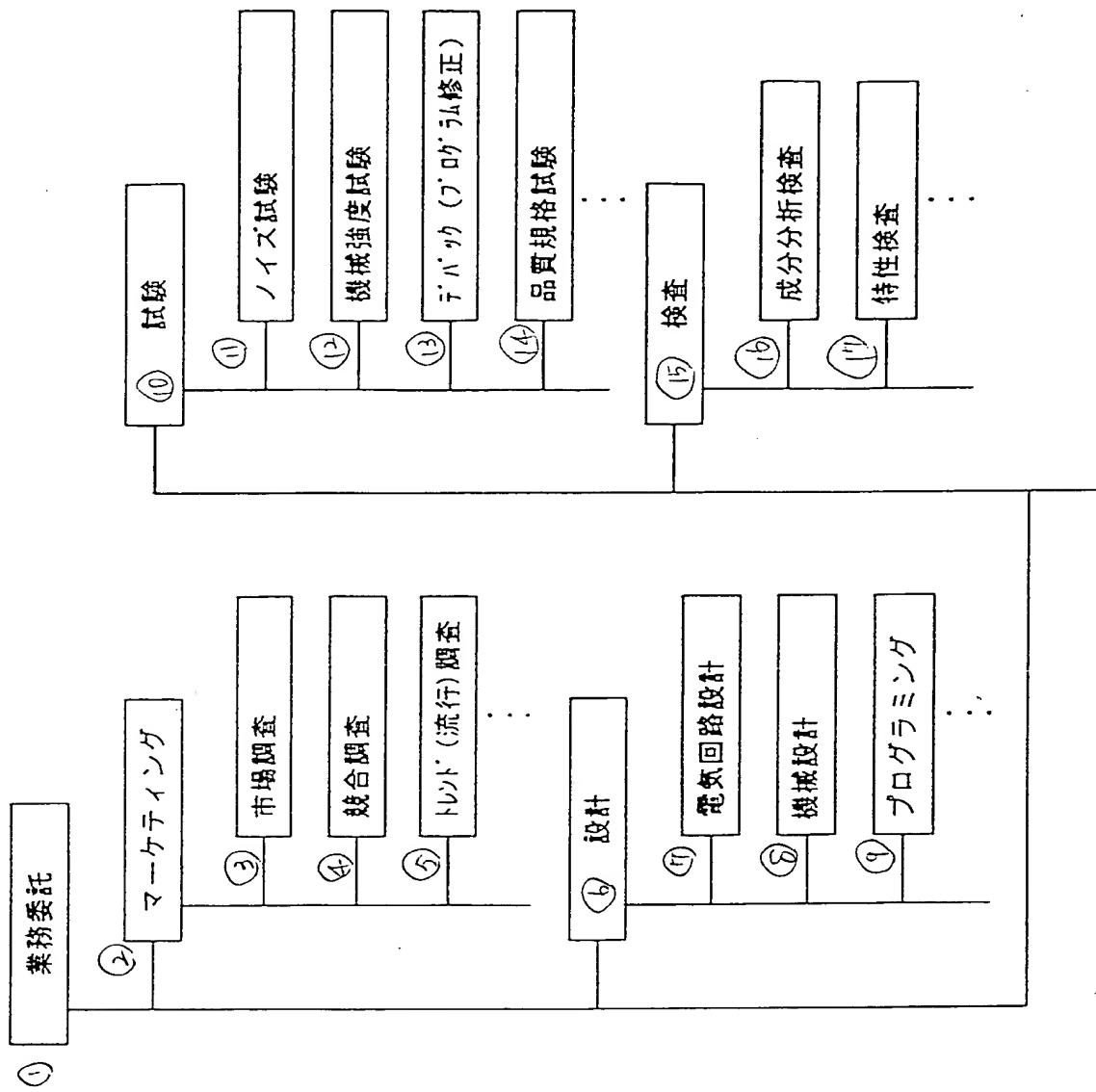
「〇〇〇」様 向け提案書

目次

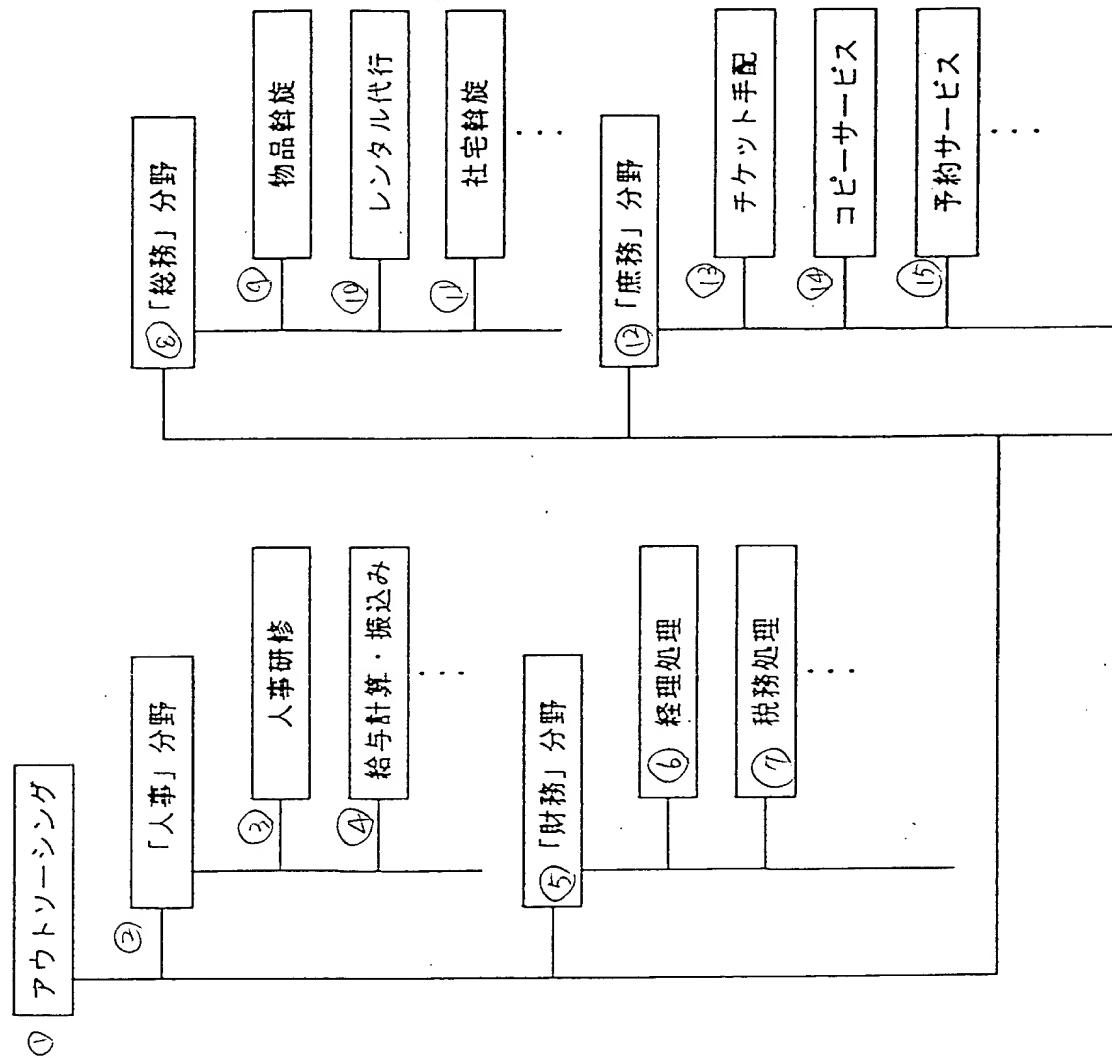
- 1 あなたの能力的得手・不得手
- 2 「組織」の現有人材による人材過不足
- 3 「組織」の望む業務・能力
- 4 業務実績査定結果
  - ・ 業務実績
  - ・ 業務実績に対する評価
  - ・ 「組織」の得手・不得手の加味
- 5 来期の業務への提案

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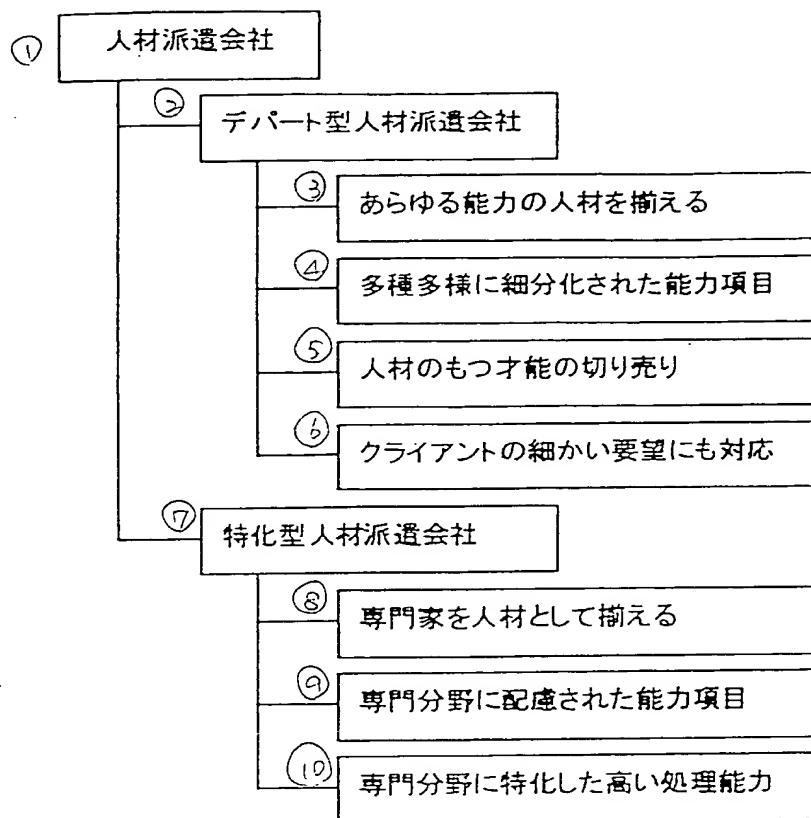
[図 53]



【図54】



【図55】



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DRAWINGS

FIG. 1

1. ROLL & EXISTENCE SIGNIFICANCE OF "ORGANIZATION" IN HIGHER ORGANIZATION,
2. MISSION OF "ORGANIZATION",
3. BUSINESS CONTENT,
4. NECESSARY PERSONNEL AMOUNT,
5. CAPABILITY, PERSONNEL,
6. BUSINESS ACHIEVING TARGET,
7. BUSINESS AMOUNT PER PERIOD

FIG. 2

1. KINDS OF CAPABILITIES,
2. HIGHLY SPECIALIZED CAPABILITIES,
3. SPECIALIZED KNOWLEDGE,
4. READING CAPABILITY,
5. LOGIC CONSTRUCTING CAPABILITY,
6. PROBLEM SOLVING CAPABILITY,
7. HIGHLY COMMON CAPABILITY,
8. UNDERSTANDING CAPABILITY,
9. PROCESSING CAPABILITY

FIG. 3

1. NECESSARY PERSONNEL NUMBER,  
2. NECESSARY PERSONNEL AMOUNT AS ORGANIZATION,  
3. FIRST PERIPHERAL CAPABILITY (D RANK CAPABILITY),  
4. SECOND PERIPHERAL CAPABILITY (D RANK CAPABILITY),  
5. FIRST CORE CAPABILITY (A RANK CAPABILITY),  
6. SECOND CORE CAPABILITY (B RANK CAPABILITY),  
7. THIRD CORE CAPABILITY (B RANK CAPABILITY),  
8. FOURTH CORE CAPABILITY (C RANK CAPABILITY),  
9. FIFTH CORE CAPABILITY (C RANK CAPABILITY),  
10. NECESSARY CAPABILITY (EVALUATION AXIS AS  
"ORGANIZATION")  
11. 11. NECESSARY BUSINESS AMOUNT AS ORGANIZATION,  
12. QUALITY OF BUSINESS

FIG. 4

1. ACQUIRED INFORMATION,  
2. BUSINESS CONTENT,  
3. BUSINESS OBJECT,  
4. BUSINESS FIELD,  
5. BUSINESS SCALE,  
6. BUSINESS ACHIEVEMENT TARGET,  
7. ACHIEVING BUSINESS,  
8. TIME PERIOD,  
9. ACQUIRED INFORMATION OF RESPECTIVE ITEMS,

10. BUSINESS PATTERN CONVERSION TABLE,
11. BUSINESS PATTERN,
12. NECESSARY PERSONNEL AMOUNT,
13. BUSINESS PATTERN

FIG. 5

1. "ORGANIZATION MANAGEMENT,
2. BUSINESS MANAGEMENT,
3. PERSONNEL FOSTERING,
4. ORGANIZATION MAKING,
5. BUSINESS EVALUATION,
6. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
7. PERSONNEL SUPPLEMENTING SYSTEM,
8. BUSINESS ACHIEVEMENT ASSESSING SYSTEM,
9. PERSONNEL DISPATCHING SYSTEM,
10. PERSONNEL INTRODUCING SYSTEM

FIG. 6

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
2. GENERAL SUPPORT OF PERSONNEL FOSTERING,
3. EXISTING PERSONNEL DIAGNOSIS,
4. FOSTERING POLICY PROPOSAL,
5. EXISTING PERSONNEL

FIG. 7

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
2. CURRENT "ORGANIZATION",
3. EXISTING PERSONNEL,
4. FUTURE "ORGANIZATION",
5. EXISTING PERSONNEL + AMOUNT OF GROWTH,
6. GENERAL SUPPORT OF PERSONNEL FOSTERING,
7. EXISTING PERSONNEL DIAGNOSIS,
8. FOSTERING POLICY PROPOSAL,
9. CURRENT MISSION,
10. TIME PERIOD,
11. (FUTURE) VISION,
11. CORRESPONDING TO TIME PERIOD OF FOSTERING EXISTING PERSONNEL

FIG. 8

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
3. ACQUIRED INFORMATION (BUSINESS PATTERN),
4. NECESSARY PERSONNEL AMOUNT,
5. NECESSARY CAPABILITY AMOUNT,
- 5a(5b). COMPARISON OBJECT INFORMATION,
- 8a(8b). ACCUMULATED CAPABILITY AMOUNT,

0  
9  
8  
7  
6  
5  
4  
3  
2  
1  
0

6. ASSESSMENT INFORMATION,  
7. ACQUIRED INFORMATION,  
11. PLAN,  
9. COMPARISON RESULT,  
10. INDIVIDUAL GROWING DIRECTION,  
12. CURRENT "ORGANIZATION",  
13. VISION,  
14. CURRENT MISSION,  
15. EXISTING PERSONNEL,  
16. CURRENT CAPABILITY, FUTURE IMAGE

FIG. 9

1. PERSONNEL DISPATCHING SYSTEM,  
2. DISPATCH PERSONNEL,  
3. ABILITY,  
4. REGISTERED PERSONNEL,  
5. CAPABILITY ITEM,  
6. DATA BASE UNIT,  
7. PERSONNEL,  
8. "ORGANIZATION",  
9. EXISTING PERSONNEL,  
10. SUPPLEMENTARY PERSONNEL,  
11. PROPOSAL OF CAPABILITY,  
12. SELECTION/REQUEST OF CAPABILITY

FIG. 10

1. BASIC CONTRACT CHARGE + YIELD,
2. PERSONNEL FOSTERING GENERAL SUPPORT,
3. EXISTING PERSONNEL DIAGNOSIS,
4. FOSTERING POLICY PROPOSAL,
5. PERSONNEL DISPATCHMENT,
6. PERSONNEL DISPATCHING COMPANY,
7. PERSONNEL DISPATCHING SYSTEM,
8. CURRENT "ORGANIZATION",
9. EXISTING PERSONNEL,
10. DISPATCH PERSONNEL,
11. YIELD,
12. CURRENT MISSION,
13. TIME PERIOD,
14. CORRESPOND TO DISPATCH PERIOD OF DISPATCH PERSONNEL  
AND FOSTERING PERIOD OF EXISTING PERSONNEL,
15. FUTURE "ORGANIZATION",
16. EXISTING PERSONNEL + GROWTH AMOUNT,
17. (FUTURE) VISION

FIG. 11

1. DISPATCH PERSONNEL,

2. NECESSARY PERSONNEL AMOUNT AS "ORGANIZATION",  
3. NECESSARY PERSONNEL NUMBER,  
4. SUPPORT FUNCTION,  
5. CORE FUNCTION,  
6. CAPABILITY AMOUNT DEFICIENT BY EXISTING PERSONNEL,  
7. CAPABILITY AMOUNT PROCESSABLE BY EXISTING  
PERSONNEL,  
8. NECESSARY CAPABILITY (EVALUATION AXIS AS  
"ORGANIZATION")

FIG. 12

1. PRESENTATION,  
2. PLAN (PROPOSAL),  
3. RECOMMENDED GROWTH DIRECTION,  
4. HARACTERISTIC DEGREE,  
5. ANTICIPATED EVALUATION DEGREE,  
6. RECOMMENDED DISPATCH PERSONNEL,  
7. DISPATCHMENT,  
8. SUPPLEMENT WEAK POINT OF "ORGANIZATION",  
9. SHORT TERM VIEW,  
10. LONG TERM VIEW,  
11. "ORGANIZATION",  
12. FOSTERING POLICY,  
13. PERSONNEL FOSTERING,

14. CURRENT PERSONNEL,  
15. GROWTH TARGET,  
16. SELF ADJUSTMENT,  
17. FUTURE IMAGE,  
18. SUPPLEMENTARY PERSONNEL,  
19. HIGH ADDED VALUE FORMATION OF "ORGANIZATION",  
20. SELF-HELP EFFORT,  
21. HIGH ADDED VALUE FORMATION OF "PERSONNEL"

FIG. 13

3. PERSONNEL DISPATCHING COMPANY,  
1. PROCESSING MEANS,  
4. REGISTERED PERSONNEL,  
5. PLAN,  
2. DATA BASE UNIT,  
6. CAPABILITY ITEM,  
7. DISPATCH PERSONNEL,  
8. CAPABILITY,  
9. PERSONNEL,  
10. CURRENT "ORGANIZATION",  
11. VISION,  
12. CURRENT MISSION,  
13. EXISTING PERSONNEL,  
14. CURRENT CAPABILITY,

15. FUTURE IMAGE,
16. SUPPLEMENTARY PERSONNEL,
17. PRESENT PERSONNEL FOSTERING PLAN,
18. PRESENT PERSONNEL DISPATCHING PLAN,
19. PRESENT INDIVIDUAL PLAN,
20. ACKNOWLEDGE PLAN

FIG. 14

1. PERSONNEL DISPATCHING SYSTEM,
3. ACQUIRED INFORMATION (BUSINESS PATTERN),
4. NECESSARY PERSONNEL AMOUNT,
5. NECESSARY CAPABILITY AMOUNT,  
P DISPATCH PERSONNEL,
80. SAMPLING RESULT OF DISPATCH PERSONNEL,
10. INDIVIDUAL GROWING DIRECTION,
- 5a(5b). COMPARISON OBJECT INFORMATION,
- 8a(8b). ACCUMULATED CAPABILITY AMOUNT,
6. ASSESSMENT INFORMATION,
9. COMPARISON RESULT,
11. PLAN,
7. ACQUIRED INFORMATION,
12. CURRENT "ORGANIZATION",
13. VISION,
14. CURRENT MISSION,

15. SUPPLEMENTARY PERSONNEL,
16. EXISTING PERSONNEL,
17. CURRENT CAPABILITY, FUTURE IMAGE

FIG. 15

1. PERSONNEL DISPATCHING SYSTEM,
2. DATA BASE UNIT,
- 8a. ACCUMULATED CAPABILITY AMOUNT (OLD),
14. COMPARISON OBJECT INFORMATION,
15. COMPARISON RESULT,
13. ACCUMULATED CAPABILITY AMOUNT (NEW),
16. YIELD,
12. ASSESSMENT INFORMATION,
17. CURRENT "ORGANIZATION",
18. EXISTING PERSONNEL,
19. NEW CAPABILITY

FIG. 16

1. PERSONNEL DISPATCHING COMPANY,
2. YIELD,
3. YIELD IN ACCORDANCE WITH BUSINESS ACHIEVING DEGREE,
4. YIELD IN ACCORDANCE WITH HIGH ADDED VALUE FORMATION  
OF "ORGANIZATION",
5. DISTRIBUTED BY CONTRIBUTING DEGREE,
6. DISPATCH PERSONNEL,

7. "ORGANIZATION",
8. ACHIEVEMENT OF "ORGANIZATION" BUSINESS,
9. RESULT (ACHIEVING DEGREE OF BUSINESS),
10. HIGH ADDED VALUE FORMATION OF "ORGANIZATION",
11. HIGH ADDED VALUE FORMATION OF "PERSONNEL",
13. PROMOTION OF PERSONNEL CAPABILITY

FIG. 17

1. NEW PERSONNEL,
2. "ORGANIZATION" A,
3. EXISTING PERSONNEL,
4. SUPPLEMENTARY PERSONNEL,
5. "ORGANIZATION" B

FIG. 18

1. "ORGANIZATION" A,
2. VISION A,
3. CURRENT MISSION A,
4. EXISTING PERSONNEL,
5. NEW PERSONNEL,
6. SUPPLEMENTARY PERSONNEL,
7. "ORGANIZATION" B,
8. VISION B,

9. CURRENT MISSION B,  
10. EXISTING PERSONNEL,  
10. SUPPLEMENTARY PERSONNEL

FIG. 19

3. PERSONNEL INTRODUCING SYSTEM,  
1. PROCESSING MEANS,  
4. PLAN,  
5. REGISTERED PERSONNEL,  
2. DATA BASE UNIT,  
6. CURRENT "ORGANIZATION",  
7. VISION,  
8. CURRENT MISSION,  
9. EXISTING PERSONNEL,  
10. CURRENT CAPABILITY,  
11. FUTURE IMAGE,  
12. SUPPLEMENTARY PERSONNEL,  
13. PRESENT PERSONNEL FOSTERING PLAN,  
14. PRESENT PERSONNEL SUPPLEMENTARY PLAN,  
15. PRESENT INDIVIDUAL PLAN,  
16. ACKNOWLEDGE PLAN

FIG. 20

1. PERSONNEL INTRODUCING SYSTEM,  
3. ACQUIRED INFORMATION (BUSINESS PATTERN),  
4. NECESSARY PERSONNEL AMOUNT,  
5. NECESSARY CAPABILITY AMOUNT,  
6. ASSESSMENT INFORMATION,  
8a(8b). ACCUMULATED CAPABILITY AMOUNT,  
5a(5b). COMPARISON OBJECT INFORMATION,  
7. ACQUIRED INFORMATION,  
17. PLAN,  
9. COMPARISON RESULT,  
81. SAMPLING RESULT OF INTRODUCED PERSONNEL,  
P1 INTRODUCED PERSONNEL,  
18. CURRENT "ORGANIZATION",  
19. VISION,  
20. CURRENT MISSION,  
21. SUPPLEMENTARY PERSONNEL,  
22. EXISTING PERSONNEL,  
23. CURRENT CAPABILITY,  
24. FUTURE IMAGE

FIG. 21

1. BUSINESS ACHIEVEMENT ASSESSING SYSTEM,
2. "ORGANIZATION",
3. EXISTING PERSONNEL,

#### **4. BUSINESS ACHIEVEMENT**

FIG. 22

1. BUSINESS ACHIEVEMENT ACCESSING SYSTEM
2. "ORGANIZATION",
3. CURRENT MISSION,
4. EXISTING PERSONNEL,
5. CURRENT CAPABILITY,
6. BUSINESS ACHIEVEMENT

FIG. 23

1. BUSINESS ACHIEVEMENT ASSESSING SYSTEM,
3. ACQUIRED INFORMATION (BUSINESS PATTERN),
4. NECESSARY PERSONNEL AMOUNT,
5. NECESSARY CAPABILITY AMOUNT,
6. ASSESSMENT INFORMATION,
8. ACCUMULATED CAPABILITY AMOUNT,
5. COMPARISON OBJECT INFORMATION,
9. COMPARISON RESULT,
18. ASSESSMENT INFORMATION,
19. CURRENT "ORGANIZATION",
20. CURRENT MISSION,
21. EXISTING PERSONNEL,
22. CURRENT CAPABILITY,

23. BUSINESS ACHIEVEMENT

FIG. 24

1. ORGANIZATION,
2. VISION,
3. CURRENT MISSION,
4. EXISTING PERSONNEL,
5. CURRENT CAPABILITY,
6. FUTURE IMAGE,
7. PERSONNEL FOSTERING POLICY,
8. CONTROL DEPARTMENT,
9. INFORMATION ACQUISITION,
10. PLAN MAKING,
10. SETTING OF INDIVIDUAL GROWING DIRECTION

FIG. 25

21. OPERATION APPARATUS (CPU),
27. DRIVER UNIT,
28. PRESENTING MEANS,
26. INPUTTING MEANS,
2. DATA BASE UNIT,
24. PROGRAM EXECUTING MEMORY,
23. PROGRAM STORING MEMORY

**FIG. 26**

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
2. TPUT MEDIUM FROM SYSTEM,
3. RINTED MATTER,
4. ETWORK,
5. ACQUISITION OF RESPECTIVE INFORMATION,
6. FLOPPY DISK,
7. COMPACT DISK RECORDER,
8. DIGITAL VIDEO DISK,
9. PRESENTATION OF OUTPUT MEDIUM,
10. "ORGANIZATION",
11. "ORGANIZATION" SIDE TERMINAL,
12. OUTPUT MEDIUM FROM SYSTEM (VIA NETWORK),
14. ELECTRONIC FILE

DISSEMINATION  
DECODED

**FIG. 27**

3. PROCESSING MEANS,
4. VISION,
5. MISSION,
6. EXISTING PERSONNEL,
29. INFORMATION ACQUIRING MEANS,
31. CAPABILITY ACQUIRING MEANS,
32. FUTURE IMAGE ACQUIRING MEANS,

- 30. CONVERSION PROCESSING MEANS,
- 7. NECESSARY CAPABILITY AMOUNT,
- 33. CAPABILITY ACCUMULATING MEANS,
- 34. COMPARING MEANS,
- 36. INDIVIDUAL PLAN FORMING MEANS
- 35. PERSONNEL FOSTERING PLAN FORMING MEANS,
- 2. DATA BASE UNIT,
- 37. "VISION" DATA,
- 38. "MISSION" DATA",
- 39. NECESSARY PERSONNEL AMOUNT DATA,
- 40. NECESSARY CAPABILITY AMOUNT DATA,
- 41. CAPABILITY DATA OF PERSONNEL,
- 42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,
- 43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN  
"ORGANIZATION", 44. STRONG POINT / WEAK POINT DATA  
OF PERSONNEL FOR "ORGANIZATION", 45. INDIVIDUAL  
GROWING DIRECTION DATA,
- 46. MISSION/VISION DETERMINING TABLE,
- 47. BUSINESS PATTERN CONVERSION TABLE,
- 48. REPORT TEMPLATE,
- 49. ASSESSMENT DATA TABLE,
- 50. CAPABILITY AMOUNT DETERMINATION TABLE

FIG. 28

1. ACQUISITION OF NECESSARY PERSONNEL AMOUNT,  
ST1 READ BUSINESS PATTERN,  
ST2 ACQUIRE NECESSARY PERSONNEL AMOUNT IN CORRESPONDENCE  
WITH PATTERN READ FROM BUSINESS PATTERN CONVERSION  
TABLE,  
ST3 ALL OF EXECUTED BUSINESS PROCESSED?,  
ST4 FORM AND HOLD DATA INDICATING NECESSARY PERSONNEL  
AMOUNT OF ORGANIZATION,  
2. END

FIG. 29

1. ACQUISITION OF ASSESSMENT INFORMATION,  
ST5 READ AND PRESENT CAPABILITY ITEM,  
ST6 CAPABILITY ITEM SELECTED?,  
ST7 READ QUESTION AND DETERMINATION REFERENCE FOR  
SELECTED CAPABILITY ITEM,  
ST8 PRESENT QUESTION,  
ST9 IS THERE ANSWER INPUT?,  
ST10 HOLD INPUT RESULT,  
ST11 ANSWER INPUT FINISHED?,  
ST12 PROVIDE EVALUATION VALUE TO SELECTED CAPABILITY  
ITEM,  
ST13 IS THERE CAPABILITY ITEM HAVING HIGH EVALUATION?,  
ST14 ALL OF SIMILAR CAPABILITIES SELECTED?,

ST15 HOLD KIND OF CAPABILITY ACHIEVING PASSING MARK AND  
CAPABILITY AMOUNT AS CAPABILITY DATA,  
ST16 SELECT ITEM CORRESPONDING TO SIMILAR CAPABILITY,  
2. END

FIG. 30

1. ACQUISITION OF ACCUMULATED CAPABILITY AMOUNT,  
ST17 ACQUIRE CAPABILITY DATA OF EXISTING PERSONNEL,  
ST18 ACCUMULATE CAPABILITY AMOUNT OF RESPECTIVE  
PERSONNEL FOR RESPECTIVE KIND,  
ST19 HOLD ACCUMULATED VALUE TO DATA BASE FOR RESPECTIVE  
KIND OF CAPABILITY,  
2. END

FIG. 31

1. COMPARISON OF CAPABILITY AMOUNT,  
ST20 READ NECESSARY CAPABILITY AMOUNT DATA,  
ST21 READ ACCUMULATED CAPABILITY AMOUNT OF ORGANIZATION,  
ST22 COMPARE NECESSARY CAPABILITY AMOUNT WITH  
ACCUMULATED CAPABILITY AMOUNT FOR RESPECTIVE KIND  
OF NECESSARY CAPABILITY,  
ST23 HOLD COMPARISON RESULT,  
2. END

FIG. 32

1. FORMING OF STRONG POINT AND WEAK POINT DATA,  
ST24 READ CAPABILITY DATA,  
ST25 READ NECESSARY CAPABILITY OF ORGANIZATION,  
T26 IS THERE HIGH CAPABILITY,  
ST27 CAPABILITY MAY BE PROMOTED?,  
ST28 FORM AND HOLD STRONG POINT DATA,  
ST29 FORM AND HOLD SUB STRONG POINT DATA,  
ST30 FORM AND HOLD WEAK POINT DATA,  
ST31 ALL NECESSARY CAPABILITY CHECKED?  
2. END

FIG. 33

1. FORMING OF INDIVIDUAL PLAN,  
ST32 READ STRONG POINT / WEAK POINT DATA,  
ST33 IS THERE STRONG POINT DATA OR SUB STRONG POINT DATA?,  
ST34 IS CAPABILITY DEFICIENT FOR ORGANIZATION?,  
ST35 HOLD KIND OF CAPABILITY, CURRENT CAPABILITY AMOUNT  
AND DEGREE OF PROMOTING FUTURE CAPABILITY AS  
IMPORTANT CAPABILITY DATA,  
ST36 HOLD KIND OF CAPABILITY, CURRENT CAPABILITY AMOUNT

AND DEGREE OF PROMOTING FUTURE CAPABILITY AS  
POTENTIAL DATA,

ST37 ALL DATA HAS BEEN PROCESSED?,

ST38 IS THERE WEAK POINT DATA?,

ST39 IS CAPABILITY DEFICIENT FOR ORGANIZATION?,

ST40 SET TARGET VALUE OF DEGREE OF PROMOTING CAPABILITY,

ST41 HOLD KIND OF CAPABILITY AND TARGET VALUE OF DEGREE  
OF PROMOTING CAPABILITY AS EFFORT REQUIRING DATA,

ST42 ALL DATA HAS BEEN PROCESSED?,

ST43 FIT HELD RESULT TO TEMPLATE AND OUTPUT RESULT,

2. END

ORGANIZATIONAL CAPABILITY

FIG. 34

1. CAPABILITY FIELD EXPECTED TO YOU,
2. EXPECTANCY,
3. "A" AND "B" ARE CAPABILITIES NECESSARY FOR BUSINESS  
"X",
4. "C" IS A CAPABILITY NECESSARY FOR BUSINESS "Y",
5. PROMOTION BY "O" % IS EXPECTED PARTICULARLY FOR "A",
6. CAPABILITY

FIG. 35

1. FORMING OF PERSONNEL FOSTERING PLAN,

ST44 SAMPLE EXCESS OR DEFICIENCY DEGREE OF CAPABILITY  
IN ORGANIZATION FOR RESPECTIVE KIND OF NECESSARY

CAPABILITY,

ST45 CAPABILITY DEFICIENT FOR ORGANIZATION?,

ST46 SAMPLE PERSONNEL SET WITH IMPORTANT CAPABILITY DATA  
AND EFFORT REQUIRING DATA ALONG WITH DATA,

ST47 SAMPLE PERSONNEL SET WITH POTENTIAL DATA ALONG WITH  
DATA,

ST48 ALL NECESSARY CAPABILITY HAS BEEN PROCESSED?,

ST49 SELECT MODE,

ST50 FIT RESPECTIVE SAMPLED DATA TO TEMPLATE OF SELECTED  
MODE AND OUTPUT DATA,

2.END

FIG. 36

1. CAPABILITY AMOUNT NECESSARY FOR BUSINESS,
2. CAPABILITY AMOUNT CURRENTLY HELD BY ORGANIZATION,
3. FUTURE BUSINESS,
4. REGARDING BUSINESS DEFICIENT OF CAPABILITY,
5. BUSINESS,
6. EFICIENT OF "OO" POINT,
7. DEFICIENT OF "XX" POINT,
8. EXPECTABLE PERSONNEL,
9. BUSINESS,
- 10.MR. EXPECTANCY,
- 11.OTHERS ,

12. REGARDING BUSINESS "a", TARGET WILL BE ACHIEVED BY  
GROWING MR. "F", MR. "G",  
13. REGARDING BUSINESS "C", TARGET IS NOT DESIRED TO  
ACHIEVE BY ONLY GROWING MR. "H".  
15. EXPEDITE EFFORT OF MR. "I", MR. "J" WHO ARE WEAK AT  
THE BUSINESS

FIG. 37

1. ORGANIZATION,
2. PERSONNEL FOSTERING POLICY,
3. VISION,
4. CURRENT MISSION,
5. EXISTING PERSONNEL,
6. CURRENT CAPABILITY,
7. FUTURE IMAGE,
8. SUPPLEMENTARY PERSONNEL,
9. PERSONNEL DISPATCHING COMPANY,
10. INFORMATION ACQUISITION,
11. PLAN MAKING,
12. PLAN DETERMINATION,
13. SETTING OF INDIVIDUAL GROWING DIRECTION,
14. DATA BASE,
15. DISPATCH PERSONNEL,
16. CAPABILITY,

17. REGISTERED PERSONNEL,

18. CAPABILITY ITEM,

19. OUTSIDE PERSONNEL

FIG. 38

1. CURRENT ORGANIZATION,

2. EXISTING PERSONNEL,

3. CURRENT CAPABILITY,

4. SUPPLEMENTARY PERSONNEL,

5. COMPARISON,

6. YIELD SETTING,

7. PERSONNEL DISPATCHING COMPANY,

8. FUTURE ORGANIZATION,

9. CURRENT PERSONNEL,

10. NEW CAPABILITY,

10. YIELD PRESENTATION

FIG. 39

11. PROCESSING MEANS,

12. VISION,

13. MISSION,

14. EXISTING PERSONNEL,

29. INFORMATION ACQUIRING MEANS,  
31. CAPABILITY ACQUIRING MEANS,  
32. FUTURE IMAGE ACQUIRING MEANS,  
30. CONVERSION PROCESSING MEANS,  
33. CAPABILITY ACCUMULATING MEANS,  
34. COMPARING MEANS,  
36. INDIVIDUAL PLAN FORMING MEANS,  
2. DATA BASE UNIT,  
37. "VISION" DATA,  
38. "MISSION" DATA",  
39. NECESSARY PERSONNEL AMOUNT DATA,  
40. NECESSARY CAPABILITY AMOUNT DATA,  
41. CAPABILITY DATA OF PERSONNEL,  
42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,  
43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN  
"ORGANIZATION", 44. STRONG POINT / WEAK POINT DATA  
OF PERSONNEL FOR "ORGANIZATION", 45. INDIVIDUAL  
GROWING DIRECTION DATA,  
46. MISSION/VISION DETERMINING TABLE,  
47. BUSINESS PATTERN CONVERSION TABLE,  
48. REPORT TEMPLATE,  
49. ASSESSMENT DATA TABLE,  
50. CAPABILITY AMOUNT DETERMINATION TABLE,  
77. PERSONNEL FOSTERING / PERSONNEL DISPATCHING PLAN  
FORMING MEANS, 15. PLAN ACKNOWLEDGEMENT,

59. PLAN DETERMINING MEANS,  
60. DISPATCH PERSONNEL SAMPLING MEANS,  
61. CAPABILITY AMOUNT ACQUIRING MEANS,  
62. SECOND COMPARING MEANS,  
63. YIELD CONVERTING MEANS,  
64. YIELD PRESENTING MEANS,  
57. DISPATCH PERSONNEL CAPABILITY ACQUIRING MEANS,  
58. DISPATCH PERSONNEL REGISTERING MEANS,  
51. REGISTERED DATA OF DISPATCH PERSONNEL,  
52. NEW CAPABILITY DATA OF PERSONNEL,  
53. NEW ACCUMULATED CAPABILITY AMOUNT DATA OF  
"ORGANIZATION",  
54. YIELD TABLE

FIG. 40

1. SAMPLING OF DISPATCH PERSONNEL,  
ST51 SAMPLE EXCESS OR DEFICIENCY DEGREE OF CAPABILITY  
IN ORGANIZATION FOR RESPECTIVE KIND OF CAPABILITY,  
ST52 IS THERE DEFICIENT CAPABILITY?,  
ST53 IS THERE PERSONNEL CAPABLE OF PROVIDING DEFICIENT  
CAPABILITY?,  
ST54 SAMPLE DISPATCH PERSONNEL,  
ST55 SAMPLE NEW PERSONNEL IN ACCORDANCE WITH DEFICIENT  
CAPABILITY AMOUNT,

ST56 CAPABILITY DEFICIENCY RESOLVED?,  
ST57 HOLD SAMPLING RESULT,  
ST58 SELECT MODE,  
ST59 FIT SAMPLING RESULT OF DISPATCH PERSONNEL TO  
TEMPLATE OF SELECTED MODE AND OUTPUT RESULT,  
2. END

FIG. 41

1. SETTING OF YIELD,  
ST60 READ NEW AND OLD ACCUMULATED CAPABILITY AMOUNT DATA  
OF ORGANIZATION,
- ST61 COMPARE NEW AND OLD ACCUMULATED CAPABILITY AMOUNTS  
FOR RESPECTIVE KIND OF CAPABILITY,
- ST62 SAMPLE YIELD IN ACCORDANCE WITH "PROMOTION" OF  
CAPABILITY AMOUNT FROM YIELD TABLE,
- ST63 PRESENT YIELD,

2. END

FIG. 42

1. ORGANIZATION A, B,
2. VISION,
3. CURRENT MISSION,
4. EXISTING PERSONNEL,

09865296  
"G62000T

- 5. INTRODUCED PERSONNEL,
- 6. INFORMATION ACQUISITION OF ORGANIZATION A,B,
- 7. SAMPLING OF EXCESS OR DEFICIENCY CAPABILITY,
- 8. NEW PERSONNEL,
- 9. CAPABILITY,
- 10. DETERMINATION OF INTRODUCED PERSONNEL,
- 11. PERSONNEL INTRODUCING COMPANY

FIG. 43

- 67. EXCESS OR DEFICIENT CAPABILITY SAMPLING MEANS,
- 68. INTRODUCED PERSONNEL SAMPLING MEANS,
- 69. PERSONNEL INTRODUCING PLAN FORMING MEANS,
- 70. NEW PERSONNEL CAPABILITY ACQUIRING MEANS,
- 71. NEW PERSONNEL REGISTERING MEANS,
- 11. PROCESSING MEANS,
- 12. VISION,
- 13. MISSION,
- 14. EXISTING PERSONNEL,
- 29. INFORMATION ACQUIRING MEANS,
- 31. CAPABILITY ACQUIRING MEANS,
- 32. FUTURE IMAGE ACQUIRING MEANS,
- 30. CONVERSION PROCESSING MEANS,
- 33. CAPABILITY ACCUMULATING MEANS,
- 34. COMPARING MEANS,
- 2. DATA BASE UNIT,
- 37. "VISION" DATA,

38. "MISSION" DATA ,  
39. NECESSARY PERSONNEL AMOUNT DATA ,  
40. NECESSARY CAPABILITY AMOUNT DATA ,  
41. CAPABILITY DATA OF PERSONNEL ,  
42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION ,  
43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN  
"ORGANIZATION" , 44. STRONG POINT / WEAK POINT DATA  
OF PERSONNEL FOR "ORGANIZATION" , 45. INDIVIDUAL  
GROWING DIRECTION DATA ,  
46. MISSION/VISION DETERMINING TABLE ,  
47. BUSINESS PATTERN CONVERSION TABLE ,  
48. REPORT TEMPLATE ,  
49. ASSESSMENT DATA TABLE ,  
50. CAPABILITYAMOUNT DETERMINATION TABLE ,  
65. REGISTERED DATA OF NEW PERSONNEL ,  
66. SAMPLING RESULT OF INTRODUCED PERSONNEL

FIG. 44

1. SAMPLING OF SUPPLEMENTED PERSONNEL ,  
ST64 SAMPLE EXCESS OR DEFICIENT DEGREE OF CAPABILITY IN  
ORGANIZATION FOR RESPECTIVE KIND OF CAPABILITY ,  
ST65 IS THERE DEFICIENT CAPABILITY? ,  
ST66 IS THERE ORGANIZATION CAPABLE OF PROVIDING  
DEFICIENT CAPABILITY? ,

ST67 SAMPLE SUPPLEMENTARY PERSONNEL,  
ST68 SAMPLE NEW PERSONNEL IN ACCORDANCE WITH DEFICIENT  
CAPABILITY AMOUNT,  
ST69 CAPABILITY DEFICIENCY RESOLVED?,  
ST70 HOLD SAMPLED RESULT,  
ST71 ALL ORGANIZATIONS HAVE BEEN CHECKED?,  
2. END

0  
9  
8  
7  
6  
5  
4  
3  
2  
1  
0  
FIG. 45

1. FORMING OF PERSONNEL INTRODUCING PLAN,  
ST72 READ CURRENT EXCESS OR DEFICIENCY DEGREE OF  
NECESSARY CAPABILITY OF ORGANIZATION OF SUPPLEMENT  
ORIGIN,  
ST73 READ CURRENT EXCESS OR DEFICIENCY DEGREE OF  
NECESSARY CAPABILITY OF ORGANIZATION OF SUPPLEMENT  
DESTINATION,  
ST74 READ STRONG POINT / WEAK POINT DATA OF SUPPLEMENTARY  
PERSONNEL,  
ST75 SAMPLE INCREASE/ DECREASE DEGREES OF CAPABILITIES  
OF ORGANIZATIONS OF SUPPLEMENT DESTINATION AND  
SUPPLEMENT ORIGIN AFTER SUPPLEMENTING PERSONNEL,  
ST76 HOLD SAMPLED INCREASE/DECREASE DEGREES OF  
CAPABILITIES TO DATA BASE UNIT,  
ST77 ALL SUPPLEMENTARY PERSONNELS HAVE BEEN PROCESSED?,

ST78 SORT INCREASE/DECREASE DEGREE DATA OF CAPABILITY  
FOR RESPECTIVE PERSONNEL,

ST79 HOLD SORTED RESULT TO DATA BASE UNIT,

ST80 SELECT MODE, ST81 FIT SAMPLING RESULT OF  
SUPPLEMENTARY PERSONNEL AND SORT PROCESSING RESULT  
TO TEMPLATE OF SELECTED MODE AND OUTPUT RESULTS,

2. END

FIG. 46

1. ORGANIZATION,
2. CURRENT MISSION,
3. EXISTING PERSONNEL,
4. CURRENT CAPABILITY,
5. BUSINESS ACHIEVEMENT,
6. CONTROL DEPARTMENT,
7. INFORMATION ACQUISITION,
8. ASSESSMENT

FIG. 47

74. BUSINESS ACHIEVEMENT ACQUIRING MEANS,
75. BUSINESS ACHIEVEMENT ASSESSING MEANS,
76. ASSESSMENT RESULT REPORT FORMING MEANS,
72. BUSINESS ACHIEVEMENT DATA OF PERSONNEL,

0988888888888888  
0988888888888888

73. BUSINESS ASSESSMENT DATA TABLE,  
11. PROCESSING MEANS,  
12. MISSION,  
13. EXISTING PERSONNEL,  
29. INFORMATION ACQUIRING MEANS,  
31. CAPABILITY ACQUIRING MEANS,  
30. CONVERSION PROCESSING MEANS,  
33. CAPABILITY ACCUMULATING MEANS,  
34. COMPARING MEANS,  
2. DATA BASE UNIT,  
37. "VISION" DATA,  
38. "MISSION" DATA,  
39. NECESSARY PERSONNEL AMOUNT DATA,  
40. NECESSARY CAPABILITY AMOUNT DATA,  
41. CAPABILITY DATA OF PERSONNEL,  
42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,  
43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN  
"ORGANIZATION",  
46. MISSION/VISION DETERMINING TABLE,  
47. BUSINESS PATTERN CONVERSION TABLE,  
48. REPORT TEMPLATE,  
49. ASSESSMENT DATA TABLE,  
50. CAPABILITY AMOUNT DETERMINATION TABLE

FIG. 48

1. FORMING OF BUSINESS ACHIEVEMENT ASSESSMENT REPORT,

ST82 READ BUSINESS ACHIEVEMENT DATA,  
ST83 READ EXCESS OR DEFICIENT DEGREE OF ORGANIZATION,  
ST84 DEFICIENT CAPABILITY?,  
ST85 CORRECT BUSINESS ACHIEVEMENT DATA UPWARDLY,  
ST86 CORRECT BUSINESS ACHIEVEMENT DATA DOWNWARDLY,  
ST87 HOLD BUSINESS ACHIEVEMENT DATA AFTER CORRECTION TO  
DATA BASE UNIT,  
ST88 ALL BUSINESS ACHIEVEMENT HAS BEEN PROCESSED?,  
ST89 SELECT MODE,  
ST90 FIT PROCESSING RESULT OF BUSINESS ACHIEVEMENT DATA  
TO TEMPLATE OF SELECTED MODE AND OUTPUT RESULT,  
2. END

FIG. 49

PROPOSAL TO MR. "OOO",  
TABLE OF CONTENTS,  
1 STRONG POINTS / WEAK POINTS OF YOUR CAPABILITIES,  
2 YOUR DESIRED FUTURE IMAGES,  
3 EXCESS OR DEFICIENCY OF PERSONNEL BY EXISTING  
PERSONNELS OF "ORGANIZATION",  
4 PERSONNEL DESIRED BY "ORGANIZATION",  
5 RECOMMENDED CAPABILITY DIRECTION,  
PROPOSAL WHEN STRONG POINTS ARE UTILIZED AT MAXIMUM,  
PROPOSAL WHEN MOSTLY EVALUATED BY "ORGANIZATION",

**PROPOSAL WHEN MOSTLY PROXIMATE TO FUTURE IMAGES**

FIG. 50

**PROPOSAL TO "ORGANIZATION",**

## TABLE OF CONTENTS,

## 1 ANALYSIS OF CURRENT BUSINESS,

## 2 ANALYSIS OF FUTURE BUSINESS,

### 3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT).

#### 4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS,

## 5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNELS,

## PROPOSAL OF FOSTERING EXISTING PERSONNELS,

**PROPOSAL OF RECOMMENDED DISPATCH PERSONNEL,**

## 6 SCHEME OF FOSTERING EXISTING PERSONNELS BY DISPATCH

## PERSONNEL

FIG. 51

**PROPOSAL TO "ORGANIZATION",**

## TABLE OF CONTENTS,

## **1 ANALYSIS OF CURRENT BUSINESS,**

## 2 ANALYSIS OF FUTURE BUSINESS,

### **3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT),**

#### 4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS,

## 5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNEL.

## PROPOSAL OF FOSTERING EXISTING PERSONNELS,

**PROPOSAL OF RECOMMENDED INTRODUCED PERSONNEL.**

6 CONTRIBUTION TO "ORGANIZATION" BY INTRODUCED PERSONNEL

FIG. 52

PROPOSAL TO MR. "OOO",

TABLE OF CONTENTS,

1 STRONG POINTS / WEAK POINTS OF YOUR CAPABILITIES,

2 EXCESS OR DEFICIENCY BY EXISTING PERSONNELS OF

"ORGANIZATION", 3 BUSINESS / CAPABILITY DESIRED BY  
ORGANIZATION,

4 BUSINESS ACHIEVEMENT ASSESSMENT RESULT,

BUSINESS ACHIEVEMENT,

EVALUATION TO BUSINESS ACHIEVEMENT,

ADDITION OF STRONG POINTS / WEAK POINTS OF

"ORGANIZATION",

5 PROPOSAL TO BUSINESS OF NEXT TERM

FIG. 53

1. BUSINESS ASSIGNMENT,

2. MARKETING,

3. MARKET SURVEY,

4. COMPETITIVENESS SURVEY,

5. TREND (FASHION) SURVEY,

6. DESIGN,

- 7. ELECTRIC CIRCUIT DESIGN,
- 8. MACHINE DESIGN,
- 9. PROGRAMMING,
- 10. TEST,
- 11. NOISE TEST,
- 12. MECHANICAL STRENGTH TEST,
- 13. DEBUGGING (PROGRAM CORRECTION),
- 14. QUALITY STANDARD TEST,
- 15. INSPECTION,
- 16. CONTENT ANALYSIS INSPECTION,
- 17. CHARACTERISTIC INSPECTION

FIG. 54

1. OUTSOURCING,
2. "PERSONNEL" FIELD,
3. PERSONNEL TRAINING,
4. PAY CALCULATION / TRANSFER,
5. "FINANCE" FIELD,
6. ACCOUNTING PROCESSING,
7. TAXATION PROCESSING,
8. "GENERAL AFFAIRS" FIELD,
9. ARTICLE PROVISION,
10. RENTAL PROXY,
11. COMPANY HOUSING PROVISION,

12."MISCELLANEOUS AFFAIRS" FIELD,

13.TICKET ARRANGEMENT,

14.COPY SERVICE,

15.PRESERVATION SERVICE

FIG. 55

1. PERSONNEL DISPATCHING COMPANY,
2. DEPARTMENT STORE TYPE PERSONNEL DISPATCHING COMPANY,
3. PUT TOGETHER PERSONNELS HAVING ALL CAPABILITIES,
4. CAPABILITY ITEMS SUBDIVIDED VARIOUSLY,
5. PIECemeAL SELLING OF TALENT OF PERSONNEL,
6. CORRESPOND EVEN TO DETAILED REQUEST OF CLIENT,
7. SPECIALIZED TYPE PERSONNEL DISPATCHING COMPANY,
8. PUT TOGETHER SPECIALISTS AS PERSONNELS,
9. CAPABILITY ITEMS IN CONSIDERATION OF SPECIALIZED FIELDS,
10. HIGH PROCESSING CAPABILITIES SPECIFIED TO SPECIALIZED FIELDS